

EXHIBIT 5

2017 Real Rate Report® Snapshot

The Industry's
Leading Analysis
of Law Firm
Rates, Trends,
and Practices



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A Letter to Our Readers

Welcome to the *2017 Real Rate Report® Snapshot* edition, the industry's leading data-driven benchmark report for lawyer rates and matter costs.

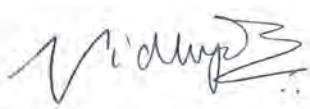
CEB, now Gartner and ELM Solutions once again analyzed more than \$9 billion in legal spending data to provide both buyers and sellers of legal services with the transparency to make more informed matter investments and staffing decisions. As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions.

We continue to believe that the depth and granularity of the rate and matter staffing data in the Real Rate Report uniquely enables you to better benchmark, predict, and manage matter costs. As the digital economy becomes the norm and companies expect better information to fuel decision making, the legal services industry relies more on internal analytics and the use of data resources, such as Wolters Kluwer's ELM Solutions LegalVIEW® data warehouse, to support legal management strategies.

As with prior reports, we have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give Legal departments and law firms greater ability to pinpoint areas of opportunity. Our hope remains that the information and analysis provided in this report will not only inform Legal departments about hourly rates and total costs, but also empower them to make better and more confident decisions that create substantial cost savings and greater satisfaction with the law firms they use.

We strive to make the Real Rate Report editions valuable and actionable reference tools for Legal departments and law firms. As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank you and look forward to continuing the conversation on how Legal departments and law firms can collaborate with better clarity and trust.

Warm regards,



Vidhya Balasubramanian

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How to Use This Report

The 2017 Real Rate Report:

- Examines law firm rates over time;
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal); and
- Enumerates variables that drive rates up or down.

All the analyses included in the study are derived from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information along with the ranges of those rates and their changes over time highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals. Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether they could generate additional income if they modified their approach.

Affirmatively or intuitively, company purchasers of law firm services usually evaluate law firm rates based on five classic value propositions¹:

1. **Quality**—Whether good, poor, or acceptable results are routinely achieved
2. **Cost**—The price, or rate, paid to achieve results
3. **Service**—The level of responsiveness and compliance with required processes
4. **Speed**—How quickly matters or tasks are resolved
5. **Innovation**—The application of novel solutions to issues or matters

These value propositions are more or less important across varying practice areas, and their relative values are clearly demonstrated in this study. Delivering fast and excellent results in complicated financial matters is appropriately valued by clients more highly (with resulting higher rates) than is delivering excellent results in routine bankruptcy and collections or real estate matters. The information in this report can assist law firms in considering whether they are properly pricing their services and can further inform the profitability of alternative business models. The Real Rate Report can help companies align their past and future paid rates with the value propositions that return the greatest value by practice area.

¹ Dave Ulrich, Jack Zenger, and Norm Smallwood, *Results-Based Leadership*, Boston: Harvard Business Press, 1999.

A Note on Comparability of Data

The data used for the *2017 Real Rate Report* include more than \$9 billion in fees billed for legal services in the United States during the six-year period from 2014 to 2016. The data comprise fees paid by 106 companies to more than 4,620 law firms and more than 112,000 timekeepers. Table 1 provides a summary description of the US dataset.

In addition, we use a smaller subset of data to provide rate analyses for timekeepers outside of the United States. These data from the same three-year period included more than 10,000 lawyers across 80 countries.

The information is not based on surveys, sampling, or reviews of other published information but on anonymized data showing the actual hours and fees law firm personnel billed. Companies participating in this *Real Rate Report* analysis provided written consent for the use of their data. The data used to create this report exclude identifying information of participant companies and of the matters,

timekeepers, and law firms billing on those companies' invoices. (For more information on the data methodology, see the [Appendix](#).)

This dataset is large enough to provide valuable guidance and represents a statistically useful portion of the \$339.3 billion annual US legal services business.¹ Am Law 100 firms alone had 2015 revenues of roughly \$86.7 billion.² This dataset covers approximately 89,000 partners and associates—spread across more than 340 US metropolitan areas.

Again, this sample is large enough to have useful analytical power, but it certainly does not come close to covering all the lawyers in the United States who work for corporate clients. The US Bureau of Labor Statistics estimates there are more than 619,530 lawyers practicing in the United States—58,900 lawyers in the New York City area alone and another 41,520 in the Washington, DC, area.³

¹ Bureau of Economic Analysis, "Gross Output by Industry," 21 April 2017, <https://www.bea.gov/iTable/iTable.cfm?ReqID=51&step=1#reqid=51&step=51&isuri=1&5114=a&5102=15>.

² "Choppy Seas for The Am Law 100," *The American Lawyer*, 1 May 2017, <http://www.americanlawyer.com/id=1202784500051>.

³ Bureau of Labor Statistics, "Occupational Employment and Wages," May 2016, <http://www.bls.gov/oes/current/oes23101.htm>.

Table 1: Overview of the US Legal Fees Data Analyzed

Fees Billed	► \$9.02 Billion (2014–2016)
US Law Firms	► 4,620+
Law Firm Associates	► 48,500+
Law Firm Partners	► 41,160+
Total Individual Billers	► 112,100+
Number of Invoice Line Items	► 25.8 Million
Total Hours Billed	► 23.9 Million
North American Metropolitan Areas	► 348
Number of Companies	► 106
Industries Represented	► Basic Materials and Utilities, Consumer Goods, Consumer Services (Including Retail) Financial Services (Including Banking and Insurance), Health Care, Industrials, Technology and Telecommunications

Source: Wolters Kluwer's ELM Solutions, Inc.; CEB analysis.



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Section I

High-Level

Data Cuts



2017 Real Rate Report Snapshot

Section I: High-Level Data Cuts

Partners, Associates, and Paralegals

2016—Real Rates

Role	<i>n</i>	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
					2016	2015	2014
Partner	19,505	\$340.00	\$513.70	\$760.00	\$570.60	\$555.39	\$521.58
Associate	20,381	\$250.00	\$360.00	\$523.68	\$403.18	\$392.77	\$370.35
Paralegal	10,238	\$120.00	\$170.00	\$235.71	\$183.51	\$180.23	\$173.50

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	Litigation	Partner	373	\$275.00	\$350.00	\$440.00	\$382.28	\$386.38	\$397.66
		Associate	264	\$200.00	\$250.00	\$295.00	\$267.65	\$279.72	\$274.18
		Paralegal	163	\$115.00	\$147.00	\$185.00	\$150.07	\$155.95	\$160.69
	Non-Litigation	Partner	437	\$293.82	\$375.00	\$475.00	\$412.59	\$421.01	\$420.74
		Associate	291	\$210.00	\$255.00	\$325.84	\$287.83	\$299.22	\$322.73
		Paralegal	212	\$113.74	\$160.28	\$189.87	\$162.07	\$163.88	\$159.59
Commercial	Litigation	Partner	1,307	\$345.00	\$510.00	\$690.00	\$538.80	\$520.52	\$497.04
		Associate	1,063	\$240.00	\$315.00	\$455.00	\$359.23	\$350.57	\$335.48
		Paralegal	718	\$135.00	\$180.53	\$247.50	\$196.10	\$180.12	\$175.63
	Non-Litigation	Partner	1,280	\$395.00	\$510.00	\$695.00	\$560.86	\$559.31	\$555.49
		Associate	992	\$257.37	\$334.00	\$450.00	\$373.02	\$372.49	\$367.41
		Paralegal	307	\$125.00	\$176.30	\$225.50	\$186.04	\$181.09	\$183.66
Corporate: Antitrust and Competition	Litigation	Partner	167	\$438.13	\$660.00	\$840.00	\$664.18	\$679.16	\$675.10
		Associate	173	\$355.00	\$455.00	\$645.00	\$494.79	\$440.93	\$417.71
		Paralegal	115	\$195.00	\$230.00	\$303.60	\$243.50	\$217.66	\$217.15
	Non-Litigation	Partner	113	\$538.59	\$755.00	\$912.00	\$758.65	\$767.87	\$787.40
		Associate	177	\$360.00	\$495.00	\$645.00	\$507.50	\$493.33	\$463.03
		Paralegal	57	\$202.50	\$230.00	\$245.00	\$229.16	\$229.20	\$216.11
Corporate: Governance	Litigation	Partner	42	\$675.00	\$822.06	\$975.00	\$814.24	\$866.50	\$795.18
		Associate	38	\$362.35	\$520.00	\$740.00	\$524.14	\$534.64	\$529.52
		Paralegal	26	\$245.00	\$260.00	\$324.00	\$282.08	\$275.19	\$235.50
	Non-Litigation	Partner	181	\$705.35	\$960.00	\$1,150.00	\$928.66	\$885.25	\$785.63
		Associate	185	\$381.80	\$498.88	\$660.00	\$519.54	\$510.02	\$460.27
		Paralegal	63	\$185.00	\$230.00	\$305.00	\$236.88	\$248.71	\$231.53
Corporate: Mergers, Acquisitions, and Divestitures	Litigation	Partner	21	\$550.00	\$625.00	\$705.00	\$618.84	\$537.95	\$612.63
		Associate	11	\$280.00	\$360.00	\$480.00	\$386.91	\$398.77	\$407.20
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	\$197.04
	Non-Litigation	Partner	1,022	\$585.00	\$798.00	\$1,040.00	\$814.01	\$792.21	\$731.01
		Associate	1,681	\$340.00	\$480.00	\$670.00	\$502.99	\$511.50	\$467.81
		Paralegal	920	\$125.00	\$166.00	\$268.00	\$200.67	\$235.04	\$230.78
Corporate: Partnerships and Joint Ventures	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$707.50	\$613.96
		Associate	n/a	n/a	n/a	n/a	n/a	\$571.41	\$460.49
		Paralegal	25	\$90.00	\$270.00	\$365.00	\$249.40	\$257.29	\$244.63
	Non-Litigation	Partner	78	\$862.00	\$1,013.27	\$1,088.00	\$949.29	\$840.33	\$727.16
		Associate	114	\$444.00	\$659.25	\$740.00	\$597.21	\$534.22	\$518.78
		Paralegal	88	\$220.00	\$315.71	\$316.00	\$263.37	\$255.36	\$241.81

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Corporate: Regulatory and Compliance	Litigation	Partner	698	\$520.79	\$715.50	\$875.00	\$702.27	\$657.63	\$632.45
		Associate	688	\$358.66	\$450.32	\$590.00	\$468.37	\$426.64	\$430.81
		Paralegal	462	\$186.00	\$235.00	\$285.00	\$238.70	\$222.76	\$218.12
	Non-Litigation	Partner	1,346	\$430.00	\$595.00	\$775.00	\$621.42	\$616.74	\$589.93
		Associate	1,162	\$274.02	\$384.85	\$520.00	\$412.18	\$416.48	\$390.07
		Paralegal	459	\$153.00	\$210.00	\$266.66	\$218.05	\$205.12	\$189.37
Corporate: Tax	Litigation	Partner	83	\$395.00	\$495.00	\$690.71	\$566.50	\$622.11	\$569.59
		Associate	80	\$255.00	\$300.00	\$415.00	\$359.21	\$409.94	\$421.75
		Paralegal	74	\$115.00	\$185.00	\$251.00	\$178.01	\$232.70	\$210.91
	Non-Litigation	Partner	405	\$528.50	\$713.31	\$925.00	\$755.97	\$744.14	\$728.78
		Associate	322	\$360.00	\$477.13	\$595.00	\$499.27	\$486.94	\$469.09
		Paralegal	73	\$208.84	\$280.00	\$351.96	\$288.07	\$206.48	\$208.98
Corporate: Other	Litigation	Partner	2,028	\$367.12	\$550.00	\$739.91	\$567.94	\$548.09	\$521.71
		Associate	1,901	\$250.00	\$355.00	\$481.50	\$380.06	\$363.78	\$336.49
		Paralegal	999	\$130.00	\$185.00	\$240.00	\$190.70	\$185.25	\$173.23
	Non-Litigation	Partner	2,764	\$499.50	\$701.26	\$890.00	\$713.80	\$695.05	\$654.63
		Associate	2,555	\$329.59	\$445.00	\$595.00	\$470.42	\$442.11	\$420.22
		Paralegal	961	\$162.00	\$206.11	\$274.33	\$219.47	\$215.28	\$204.51
Environmental	Litigation	Partner	178	\$275.00	\$425.00	\$550.00	\$435.39	\$455.14	\$437.97
		Associate	152	\$175.00	\$225.00	\$325.00	\$268.53	\$269.90	\$247.87
		Paralegal	110	\$85.00	\$110.00	\$186.43	\$148.68	\$151.83	\$154.16
	Non-Litigation	Partner	205	\$450.00	\$550.00	\$738.00	\$587.78	\$554.75	\$528.79
		Associate	130	\$280.00	\$350.00	\$447.00	\$379.67	\$373.79	\$331.58
		Paralegal	50	\$155.00	\$180.00	\$210.00	\$195.70	\$195.91	\$180.18
Finance and Securities: Loans and Financing	Litigation	Partner	15	\$269.00	\$298.18	\$330.00	\$303.71	\$425.59	\$381.55
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$230.42
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Non-Litigation	Partner	122	\$340.00	\$618.30	\$900.00	\$646.58	\$594.71	\$623.52
		Associate	108	\$199.00	\$358.75	\$588.00	\$396.39	\$487.80	\$402.90
		Paralegal	34	\$100.00	\$200.00	\$270.00	\$198.41	\$218.07	\$190.87
Finance and Securities: Investments and Other Financial Instruments	Litigation	Partner	57	\$700.00	\$975.00	\$1,050.00	\$875.89	\$823.15	\$779.33
		Associate	69	\$360.00	\$440.00	\$605.00	\$481.86	\$480.18	\$461.38
		Paralegal	36	\$221.63	\$260.00	\$322.35	\$274.28	\$293.92	\$281.58
	Non-Litigation	Partner	1,611	\$665.00	\$860.00	\$1,095.00	\$868.48	\$828.81	\$784.54
		Associate	1,971	\$415.00	\$561.01	\$720.00	\$577.04	\$561.38	\$549.13
		Paralegal	589	\$200.00	\$245.00	\$300.00	\$247.67	\$261.39	\$292.70

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Finance and Securities: SEC Filings and Financial Reporting	Litigation	Partner	49	\$750.00	\$846.00	\$975.00	\$857.43	\$762.87	\$679.89
		Associate	54	\$395.00	\$492.50	\$630.00	\$509.58	\$441.55	\$432.57
		Paralegal	31	\$195.00	\$202.00	\$310.00	\$258.29	\$233.34	\$209.29
	Non-Litigation	Partner	149	\$630.00	\$890.00	\$1,088.00	\$859.42	\$878.43	\$867.31
		Associate	152	\$382.78	\$508.05	\$700.00	\$531.99	\$578.53	\$540.42
		Paralegal	29	\$178.59	\$205.52	\$248.75	\$207.60	\$253.70	\$270.08
Finance and Securities: Securities and Banking Regulations	Litigation	Partner	70	\$657.89	\$751.95	\$874.13	\$754.74	\$740.80	\$524.94
		Associate	85	\$337.87	\$478.47	\$578.76	\$470.68	\$455.58	\$347.90
		Paralegal	65	\$184.03	\$230.03	\$289.84	\$231.67	\$216.82	\$164.51
	Non-Litigation	Partner	101	\$795.00	\$957.00	\$1,245.00	\$981.80	\$804.72	\$828.06
		Associate	59	\$415.00	\$565.00	\$680.00	\$567.90	\$529.72	\$523.40
		Paralegal	23	\$200.00	\$289.00	\$350.00	\$264.19	\$270.03	\$222.77
Finance and Securities: Other	Litigation	Partner	141	\$405.00	\$605.00	\$835.00	\$626.51	\$661.35	\$624.83
		Associate	124	\$297.40	\$450.18	\$535.50	\$435.94	\$463.78	\$417.12
		Paralegal	48	\$160.56	\$200.00	\$277.50	\$217.91	\$231.36	\$216.12
	Non-Litigation	Partner	891	\$507.38	\$725.00	\$925.00	\$740.50	\$720.22	\$680.61
		Associate	851	\$343.66	\$460.00	\$655.00	\$501.20	\$493.10	\$455.70
		Paralegal	356	\$175.67	\$238.25	\$320.00	\$247.29	\$230.96	\$220.22
General Liability: Asbestos/ Mesothelioma	Litigation	Partner	435	\$215.00	\$245.00	\$295.00	\$276.38	\$282.77	\$280.61
		Associate	523	\$175.00	\$200.00	\$235.00	\$214.33	\$216.90	\$217.63
		Paralegal	501	\$75.00	\$95.00	\$110.36	\$98.94	\$97.04	\$97.63
General Liability: Personal Injury/ Wrongful Death	Litigation	Partner	491	\$170.00	\$200.00	\$250.00	\$247.70	\$236.15	\$233.99
		Associate	492	\$150.00	\$175.00	\$200.00	\$192.13	\$183.48	\$184.62
		Paralegal	468	\$82.16	\$90.00	\$100.00	\$94.69	\$97.82	\$94.96
General Liability: Product and Product Liability	Litigation	Partner	875	\$250.00	\$325.00	\$475.00	\$391.64	\$401.97	\$395.87
		Associate	914	\$185.21	\$231.73	\$333.83	\$280.14	\$274.18	\$273.42
		Paralegal	767	\$100.00	\$126.00	\$179.44	\$146.79	\$147.74	\$139.30
General Liability: Other	Litigation	Partner	736	\$260.00	\$404.46	\$595.00	\$444.37	\$405.38	\$385.43
		Associate	678	\$200.00	\$275.00	\$377.49	\$301.29	\$276.20	\$274.18
		Paralegal	430	\$95.00	\$124.00	\$195.00	\$149.65	\$143.98	\$137.18
Government Relations	Non-Litigation	Partner	86	\$565.00	\$701.78	\$875.00	\$718.90	\$670.19	\$621.51
		Associate	84	\$327.14	\$421.33	\$615.00	\$477.52	\$423.49	\$377.46
		Paralegal	19	\$205.34	\$260.00	\$375.00	\$262.57	\$240.87	\$226.27

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Insurance Defense: Auto and Transportation	Litigation	Partner	739	\$150.00	\$165.00	\$187.26	\$179.87	\$178.34	\$174.99
		Associate	803	\$135.00	\$150.00	\$160.00	\$152.39	\$155.56	\$153.38
		Paralegal	618	\$75.00	\$84.85	\$90.00	\$84.06	\$85.00	\$85.18
Insurance Defense: Personal Injury/ Wrongful Death	Litigation	Partner	713	\$155.01	\$180.00	\$212.24	\$199.48	\$188.80	\$181.89
		Associate	663	\$135.00	\$152.48	\$180.00	\$165.50	\$161.81	\$159.64
		Paralegal	490	\$75.00	\$85.00	\$95.00	\$92.43	\$88.76	\$86.73
Insurance Defense: Property Damage	Litigation	Partner	673	\$160.00	\$175.00	\$195.16	\$190.53	\$184.23	\$185.40
		Associate	654	\$143.83	\$160.00	\$175.00	\$164.06	\$158.10	\$156.78
		Paralegal	435	\$75.00	\$85.00	\$90.00	\$86.57	\$85.77	\$85.69
Insurance Defense: Other	Litigation	Partner	3,440	\$165.00	\$200.00	\$260.00	\$244.35	\$230.86	\$229.33
		Associate	3,025	\$150.00	\$170.00	\$225.00	\$204.43	\$196.67	\$187.14
		Paralegal	2,318	\$80.00	\$90.00	\$115.00	\$107.18	\$102.97	\$100.55
Intellectual Property: Patents	Litigation	Partner	763	\$508.41	\$675.00	\$828.75	\$679.99	\$651.75	\$643.77
		Associate	736	\$331.00	\$431.68	\$565.00	\$458.21	\$432.28	\$419.50
		Paralegal	498	\$170.00	\$220.00	\$260.00	\$225.29	\$216.99	\$206.62
	Non-Litigation	Partner	736	\$366.08	\$482.49	\$634.75	\$520.10	\$521.59	\$521.32
		Associate	889	\$260.00	\$320.00	\$415.00	\$363.41	\$354.74	\$348.89
		Paralegal	500	\$142.23	\$183.50	\$231.56	\$191.66	\$191.08	\$187.26
Intellectual Property: Trademarks	Non-Litigation	Partner	193	\$450.00	\$568.00	\$675.00	\$569.12	\$565.89	\$529.95
		Associate	201	\$279.11	\$360.00	\$450.00	\$376.18	\$355.69	\$358.71
		Paralegal	213	\$165.00	\$200.99	\$258.25	\$210.06	\$199.57	\$195.29
Intellectual Property: Other	Litigation	Partner	200	\$420.01	\$552.25	\$722.63	\$593.10	\$580.47	\$554.24
		Associate	161	\$317.55	\$420.75	\$556.75	\$440.86	\$379.82	\$360.79
		Paralegal	107	\$158.00	\$215.00	\$260.00	\$216.01	\$203.75	\$197.35
	Non-Litigation	Partner	408	\$404.50	\$570.00	\$770.25	\$616.45	\$577.18	\$534.63
		Associate	429	\$255.00	\$348.75	\$489.80	\$398.05	\$354.72	\$357.75
		Paralegal	179	\$145.56	\$195.00	\$251.78	\$201.45	\$195.72	\$189.63
Labor and Employment: Compensation and Benefits	Litigation	Partner	81	\$435.00	\$585.00	\$725.00	\$602.09	\$569.92	\$546.26
		Associate	54	\$290.00	\$370.00	\$550.00	\$423.88	\$401.48	\$406.02
		Paralegal	27	\$165.00	\$225.00	\$235.00	\$216.11	\$187.61	\$185.60
	Non-Litigation	Partner	235	\$475.00	\$610.00	\$785.00	\$639.02	\$620.97	\$576.12
		Associate	150	\$300.00	\$368.65	\$468.71	\$395.66	\$411.25	\$397.64
		Paralegal	42	\$165.00	\$212.50	\$285.00	\$227.29	\$219.44	\$195.72

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Labor and Employment: Discrimination, Retaliation and Harassment/EEO	Litigation	Partner	439	\$300.00	\$385.00	\$495.00	\$415.44	\$393.21	\$344.18
		Associate	400	\$240.00	\$283.38	\$355.00	\$302.17	\$286.10	\$259.93
		Paralegal	213	\$115.00	\$148.98	\$190.00	\$159.35	\$149.73	\$135.32
	Non-Litigation	Partner	237	\$350.00	\$410.00	\$505.00	\$438.33	\$438.96	\$434.97
		Associate	218	\$270.00	\$296.75	\$357.99	\$314.65	\$311.06	\$311.67
		Paralegal	118	\$125.00	\$150.00	\$195.00	\$160.85	\$157.95	\$164.31
Labor and Employment: ERISA	Litigation	Partner	55	\$400.00	\$595.00	\$764.00	\$603.51	\$628.61	\$518.06
		Associate	44	\$308.13	\$450.00	\$532.50	\$437.14	\$379.70	\$353.40
		Paralegal	22	\$186.75	\$235.50	\$303.00	\$254.69	\$179.26	\$186.96
	Non-Litigation	Partner	139	\$481.31	\$650.00	\$730.00	\$621.86	\$608.28	\$606.07
		Associate	105	\$281.00	\$393.90	\$515.00	\$406.51	\$404.16	\$388.06
		Paralegal	22	\$185.00	\$240.50	\$300.00	\$241.32	\$201.91	\$200.19
Labor and Employment: Union Relations and Negotiations/NLRB	Litigation	Partner	163	\$400.00	\$500.00	\$675.00	\$535.60	\$498.55	\$483.05
		Associate	128	\$277.18	\$359.30	\$425.00	\$356.85	\$352.74	\$355.13
		Paralegal	50	\$150.00	\$180.37	\$245.00	\$197.86	\$185.28	\$190.54
	Non-Litigation	Partner	244	\$361.00	\$450.50	\$584.38	\$484.87	\$470.66	\$465.12
		Associate	151	\$275.00	\$325.00	\$390.00	\$331.30	\$316.28	\$307.63
		Paralegal	50	\$100.00	\$185.00	\$225.00	\$176.90	\$149.57	\$149.94
Labor and Employment: Wages, Tips, and Overtime	Litigation	Partner	124	\$307.22	\$410.00	\$505.00	\$438.14	\$455.84	\$457.36
		Associate	135	\$250.00	\$325.00	\$450.00	\$355.40	\$334.15	\$342.48
		Paralegal	65	\$115.00	\$165.00	\$215.00	\$176.43	\$168.79	\$164.63
	Non-Litigation	Partner	47	\$330.00	\$421.73	\$645.00	\$499.95	\$499.87	\$480.13
		Associate	47	\$280.00	\$325.00	\$400.00	\$346.63	\$322.40	\$317.21
		Paralegal	21	\$120.00	\$160.00	\$161.59	\$148.77	\$142.14	\$146.10
Labor and Employment: Other	Litigation	Partner	894	\$370.00	\$505.00	\$695.00	\$547.21	\$503.08	\$432.44
		Associate	933	\$275.00	\$365.00	\$505.53	\$400.08	\$362.94	\$320.61
		Paralegal	478	\$145.00	\$195.00	\$250.00	\$201.73	\$187.92	\$159.40
	Non-Litigation	Partner	1,066	\$375.00	\$484.00	\$650.00	\$539.86	\$517.08	\$505.36
		Associate	857	\$273.78	\$325.00	\$415.00	\$362.81	\$385.16	\$374.46
		Paralegal	314	\$125.00	\$180.00	\$230.00	\$197.14	\$174.66	\$179.01
Marketing and Advertising	Litigation	Partner	33	\$655.00	\$795.00	\$935.00	\$818.49	\$786.13	\$757.66
		Associate	50	\$425.00	\$527.50	\$640.00	\$537.25	\$504.87	\$499.79
		Paralegal	13	\$220.00	\$260.00	\$330.00	\$279.39	\$258.85	\$230.78
	Non-Litigation	Partner	99	\$515.00	\$677.60	\$820.00	\$707.61	\$699.34	\$680.69
		Associate	85	\$352.45	\$474.00	\$710.00	\$541.03	\$508.17	\$485.45
		Paralegal	30	\$175.00	\$212.50	\$250.00	\$220.87	\$233.86	\$231.52

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile			Trend Analysis (Mean)		
				Median	Third Quartile	2016	2015	2014	
Real Estate: Leasing	Litigation	Partner	25	\$185.00	\$235.00	\$525.00	\$354.52	\$354.65	\$408.14
		Associate	25	\$170.00	\$225.00	\$280.00	\$274.20	\$246.02	\$223.94
		Paralegal	13	\$95.00	\$145.00	\$175.00	\$139.96	\$124.06	\$160.85
	Non-Litigation	Partner	130	\$357.00	\$445.00	\$545.00	\$464.19	\$442.60	\$444.50
		Associate	86	\$230.00	\$290.00	\$349.34	\$310.10	\$284.18	\$279.81
		Paralegal	27	\$125.00	\$166.50	\$215.00	\$165.76	\$173.26	\$169.65
Real Estate: Property/Land Acquisition or Disposition	Litigation	Partner	52	\$175.00	\$192.50	\$225.00	\$211.92	\$230.00	\$233.94
		Associate	64	\$155.00	\$175.00	\$190.69	\$180.26	\$184.13	\$179.55
		Paralegal	46	\$85.00	\$95.00	\$110.00	\$99.95	\$106.70	\$100.81
	Non-Litigation	Partner	100	\$400.00	\$485.00	\$591.25	\$514.79	\$541.49	\$542.20
		Associate	60	\$250.00	\$331.68	\$412.50	\$351.59	\$348.35	\$371.42
		Paralegal	27	\$162.00	\$200.00	\$240.00	\$197.92	\$193.67	\$196.07
Real Estate: Titles	Litigation	Partner	867	\$225.00	\$275.00	\$320.00	\$289.55	\$284.72	\$276.51
		Associate	717	\$185.00	\$220.00	\$250.00	\$222.45	\$221.91	\$218.84
		Paralegal	553	\$100.00	\$125.00	\$145.00	\$126.67	\$126.34	\$124.88
	Non-Litigation	Partner	920	\$229.92	\$275.00	\$325.00	\$297.03	\$292.15	\$291.49
		Associate	689	\$184.45	\$220.00	\$250.00	\$229.05	\$224.26	\$227.08
		Paralegal	504	\$100.00	\$125.00	\$150.00	\$135.84	\$131.12	\$129.12
Real Estate: Other	Litigation	Partner	207	\$250.00	\$375.00	\$560.00	\$439.28	\$400.80	\$379.20
		Associate	150	\$175.00	\$252.50	\$356.13	\$299.18	\$265.46	\$253.42
		Paralegal	81	\$95.00	\$130.00	\$195.00	\$152.37	\$147.00	\$157.19
	Non-Litigation	Partner	477	\$355.00	\$440.00	\$560.00	\$487.45	\$486.72	\$480.94
		Associate	317	\$240.00	\$294.14	\$382.00	\$334.61	\$344.75	\$334.27
		Paralegal	148	\$135.00	\$184.50	\$229.00	\$187.78	\$184.57	\$177.73

Section I: High-Level Data Cuts

Cities

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Akron, OH	Partner	28	\$280.00	\$342.62	\$360.00	\$323.71	\$309.19	\$305.65
	Associate	12	\$188.47	\$219.91	\$252.50	\$222.65	\$216.14	\$218.17
Albany, NY	Partner	51	\$250.00	\$275.00	\$350.00	\$302.18	\$327.46	\$295.78
	Associate	47	\$175.09	\$210.00	\$250.00	\$220.33	\$222.65	\$221.20
Albuquerque, NM	Partner	39	\$183.81	\$230.00	\$320.00	\$257.42	\$236.31	\$229.09
	Associate	22	\$150.00	\$150.00	\$220.00	\$178.11	\$169.16	\$169.92
Atlanta, GA	Partner	612	\$333.75	\$510.00	\$659.93	\$522.02	\$511.47	\$477.37
	Associate	630	\$235.00	\$334.31	\$439.29	\$345.58	\$339.60	\$322.98
Austin, TX	Partner	150	\$301.00	\$404.79	\$518.50	\$444.26	\$451.09	\$452.76
	Associate	126	\$240.00	\$261.00	\$343.46	\$301.50	\$303.98	\$307.55
Baltimore, MD	Partner	229	\$356.25	\$450.24	\$616.09	\$489.22	\$476.85	\$463.18
	Associate	275	\$265.00	\$345.00	\$434.02	\$364.90	\$348.26	\$331.19
Baton Rouge, LA	Partner	30	\$262.87	\$292.50	\$355.00	\$304.01	\$306.47	\$291.81
	Associate	18	\$175.00	\$204.13	\$225.00	\$198.79	\$194.85	\$205.24
Birmingham, AL	Partner	165	\$255.82	\$325.00	\$422.93	\$344.04	\$319.16	\$307.59
	Associate	120	\$190.00	\$219.66	\$250.00	\$225.89	\$225.29	\$215.40
Boise, ID	Partner	29	\$225.00	\$265.00	\$330.00	\$281.25	\$283.48	\$256.60
	Associate	14	\$165.00	\$172.50	\$190.80	\$183.56	\$180.42	\$188.67
Boston, MA	Partner	581	\$385.00	\$604.00	\$850.00	\$631.32	\$617.98	\$579.02
	Associate	730	\$295.00	\$430.00	\$565.15	\$441.87	\$450.91	\$425.60
Bridgeport, CT	Partner	45	\$292.00	\$421.66	\$490.00	\$425.76	\$424.84	\$399.73
	Associate	28	\$242.50	\$265.00	\$320.89	\$284.38	\$287.25	\$285.31
Buffalo, NY	Partner	107	\$275.00	\$310.00	\$325.00	\$299.44	\$288.20	\$279.93
	Associate	94	\$175.00	\$214.94	\$235.00	\$207.56	\$195.06	\$201.52
Charleston, SC	Partner	39	\$270.12	\$310.00	\$400.00	\$321.76	\$320.36	\$301.39
	Associate	22	\$200.00	\$225.00	\$250.00	\$232.95	\$214.41	\$212.08
Charleston, WV	Partner	37	\$200.00	\$250.00	\$315.00	\$247.64	\$257.95	\$244.13
	Associate	33	\$160.17	\$184.43	\$200.00	\$183.07	\$188.91	\$184.01
Charlotte, NC	Partner	142	\$325.00	\$477.78	\$608.00	\$499.87	\$507.27	\$474.14
	Associate	152	\$227.50	\$305.20	\$409.38	\$336.12	\$325.37	\$320.43
Chattanooga, TN	Partner	16	\$170.00	\$282.50	\$410.55	\$298.63	\$263.22	\$251.33
	Associate	10	\$180.00	\$195.60	\$245.00	\$202.08	\$177.22	n/a
Chicago, IL	Partner	1,722	\$452.00	\$656.00	\$820.00	\$652.15	\$624.19	\$588.63
	Associate	1,993	\$285.00	\$400.00	\$515.00	\$416.66	\$402.65	\$379.54
Cincinnati, OH	Partner	100	\$322.89	\$419.00	\$458.20	\$397.55	\$400.34	\$385.50
	Associate	83	\$207.00	\$236.77	\$270.00	\$240.25	\$238.80	\$230.48

Section I: High-Level Data Cuts

Cities

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Cleveland, OH	Partner	327	\$324.37	\$409.50	\$540.00	\$435.92	\$425.83	\$429.40
	Associate	321	\$215.00	\$255.00	\$320.00	\$275.34	\$268.24	\$265.54
Columbia, SC	Partner	78	\$300.00	\$374.12	\$425.75	\$366.90	\$337.61	\$324.79
	Associate	56	\$202.50	\$235.00	\$267.50	\$231.78	\$229.13	\$215.51
Columbus, OH	Partner	91	\$349.27	\$384.95	\$457.37	\$393.63	\$399.33	\$390.21
	Associate	58	\$230.00	\$256.46	\$320.00	\$280.95	\$264.51	\$251.11
Dallas, TX	Partner	399	\$375.00	\$564.40	\$735.00	\$569.40	\$564.23	\$530.87
	Associate	487	\$279.11	\$389.21	\$510.00	\$405.45	\$385.98	\$358.68
Denver, CO	Partner	204	\$327.08	\$395.00	\$502.03	\$414.88	\$427.93	\$400.93
	Associate	174	\$235.00	\$275.00	\$320.00	\$289.83	\$292.91	\$282.74
Des Moines, IA	Partner	27	\$205.00	\$275.00	\$360.00	\$307.79	\$288.82	\$270.65
	Associate	16	\$210.00	\$243.80	\$282.50	\$252.05	\$210.14	\$221.04
Detroit, MI	Partner	196	\$268.00	\$360.00	\$425.00	\$353.55	\$326.25	\$323.82
	Associate	157	\$190.00	\$220.50	\$275.00	\$243.41	\$237.14	\$224.77
El Paso, TX	Partner	n/a	n/a	n/a	n/a	n/a	\$209.48	\$201.85
	Associate	11	\$150.00	\$175.00	\$190.00	\$173.64	\$164.60	\$157.92
Fresno, CA	Partner	19	\$275.00	\$295.00	\$375.00	\$309.72	\$287.59	\$277.84
	Associate	8	\$230.00	\$295.00	\$295.00	\$258.13	\$213.43	\$196.88
Grand Rapids, MI	Partner	15	\$216.15	\$350.00	\$439.95	\$333.06	\$343.67	\$314.46
	Associate	11	\$200.00	\$235.00	\$250.00	\$210.10	\$195.28	\$202.44
Greensboro, NC	Partner	23	\$250.00	\$281.49	\$375.00	\$297.20	\$339.77	\$316.86
	Associate	11	\$175.00	\$215.00	\$250.00	\$215.91	\$244.20	\$206.28
Greenville, SC	Partner	53	\$300.00	\$380.00	\$434.59	\$372.97	\$354.89	\$338.00
	Associate	44	\$217.52	\$250.00	\$286.34	\$249.36	\$226.88	\$217.27
Harrisburg, PA	Partner	26	\$283.59	\$320.00	\$366.98	\$349.78	\$326.17	\$301.23
	Associate	12	\$170.00	\$217.50	\$279.99	\$224.17	\$204.80	\$193.85
Hartford, CT	Partner	103	\$292.68	\$395.00	\$487.00	\$395.57	\$395.66	\$394.65
	Associate	65	\$230.00	\$256.00	\$289.00	\$266.27	\$258.01	\$261.78
Honolulu, HI	Partner	49	\$267.89	\$300.00	\$360.00	\$321.39	\$321.91	\$302.32
	Associate	26	\$175.00	\$180.00	\$200.00	\$193.32	\$200.46	\$194.58
Houston, TX	Partner	277	\$359.83	\$585.00	\$775.00	\$597.73	\$562.50	\$544.59
	Associate	274	\$250.00	\$324.39	\$470.00	\$369.36	\$364.65	\$336.21
Indianapolis, IN	Partner	187	\$285.00	\$395.62	\$485.00	\$392.24	\$380.75	\$361.66
	Associate	105	\$190.00	\$225.00	\$280.00	\$240.96	\$242.49	\$241.26
Jackson, MS	Partner	99	\$250.00	\$295.00	\$390.81	\$325.96	\$311.39	\$303.68
	Associate	58	\$175.00	\$194.93	\$225.00	\$197.98	\$197.40	\$197.25

Section I: High-Level Data Cuts

Cities

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Jacksonville, FL	Partner	50	\$247.25	\$325.00	\$400.00	\$332.82	\$348.71	\$330.45
	Associate	30	\$173.89	\$185.08	\$250.51	\$223.85	\$228.16	\$242.37
Kansas City, MO	Partner	214	\$320.00	\$395.60	\$475.00	\$406.44	\$403.99	\$376.65
	Associate	207	\$215.60	\$250.00	\$300.00	\$267.90	\$269.31	\$256.98
Knoxville, TN	Partner	23	\$200.00	\$230.00	\$300.00	\$261.38	\$256.42	\$248.08
	Associate	13	\$200.00	\$200.00	\$200.00	\$206.57	\$190.19	\$186.51
Las Vegas, NV	Partner	73	\$250.00	\$373.01	\$475.00	\$382.93	\$340.42	\$355.24
	Associate	55	\$185.00	\$250.00	\$290.00	\$251.20	\$238.69	\$236.38
Lexington, KY	Partner	30	\$290.00	\$302.50	\$365.00	\$317.72	\$335.59	\$310.31
	Associate	18	\$160.00	\$190.00	\$212.14	\$193.61	\$209.22	\$198.41
Little Rock, AR	Partner	41	\$219.52	\$250.00	\$301.74	\$274.21	\$278.90	\$278.72
	Associate	17	\$170.00	\$175.00	\$210.00	\$191.99	\$192.19	\$192.36
Los Angeles, CA	Partner	1,125	\$425.00	\$640.00	\$869.75	\$660.94	\$649.85	\$599.77
	Associate	1,566	\$325.00	\$478.74	\$638.97	\$496.77	\$461.72	\$435.33
Louisville, KY	Partner	61	\$269.71	\$335.00	\$406.48	\$336.97	\$335.38	\$311.57
	Associate	36	\$177.50	\$197.50	\$215.00	\$197.62	\$194.10	\$189.58
Madison, WI	Partner	32	\$331.50	\$375.00	\$431.61	\$408.26	\$403.92	\$344.60
	Associate	25	\$260.00	\$290.59	\$360.00	\$331.06	\$277.89	\$257.83
Memphis, TN	Partner	59	\$275.00	\$332.65	\$395.97	\$334.75	\$298.81	\$303.72
	Associate	36	\$185.00	\$207.42	\$257.88	\$215.74	\$210.89	\$206.83
Miami, FL	Partner	371	\$275.00	\$400.00	\$556.65	\$433.71	\$430.78	\$409.51
	Associate	282	\$200.00	\$267.38	\$375.00	\$302.93	\$289.89	\$267.59
Milwaukee, WI	Partner	177	\$280.00	\$360.00	\$438.13	\$380.74	\$379.93	\$365.91
	Associate	144	\$216.97	\$255.00	\$285.50	\$257.93	\$244.78	\$241.89
Minneapolis, MN	Partner	286	\$287.78	\$404.50	\$520.00	\$417.38	\$427.59	\$404.16
	Associate	253	\$218.18	\$275.00	\$325.83	\$282.26	\$275.79	\$262.10
Mobile, AL	Partner	13	\$225.00	\$285.00	\$382.50	\$296.45	\$259.59	\$264.74
	Associate	n/a	n/a	n/a	n/a	n/a	\$165.68	\$166.43
Montgomery, AL	Partner	15	\$195.00	\$290.00	\$350.00	\$291.59	\$296.58	\$300.52
	Associate	n/a	n/a	n/a	n/a	n/a	\$176.25	\$183.41
Nashville, TN	Partner	134	\$300.00	\$388.40	\$460.00	\$385.17	\$369.18	\$353.25
	Associate	107	\$202.50	\$225.00	\$285.00	\$243.53	\$222.77	\$203.15
New Haven, CT	Partner	25	\$360.00	\$400.00	\$444.44	\$405.57	\$383.89	\$368.70
	Associate	19	\$250.00	\$275.00	\$295.99	\$266.40	\$263.48	\$295.09
New Orleans, LA	Partner	128	\$215.00	\$280.00	\$346.55	\$291.49	\$291.94	\$275.40
	Associate	102	\$160.00	\$200.00	\$225.75	\$200.29	\$200.58	\$210.45

Section I: High-Level Data Cuts

Cities

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
New York, NY	Partner	3,244	\$560.00	\$817.68	\$1,062.29	\$807.12	\$786.80	\$734.88
	Associate	4,759	\$360.80	\$526.60	\$695.00	\$529.22	\$524.09	\$491.57
Oklahoma City, OK	Partner	49	\$201.83	\$275.42	\$335.00	\$283.30	\$273.80	\$262.25
	Associate	28	\$175.00	\$185.00	\$215.00	\$197.46	\$186.72	\$175.27
Omaha, NE	Partner	47	\$228.00	\$274.47	\$350.00	\$285.49	\$297.39	\$262.22
	Associate	42	\$158.00	\$178.00	\$203.37	\$187.52	\$191.54	\$190.17
Orlando, FL	Partner	108	\$298.10	\$403.44	\$557.23	\$437.35	\$424.52	\$372.14
	Associate	91	\$220.00	\$255.00	\$305.00	\$276.97	\$276.20	\$252.08
Philadelphia, PA	Partner	980	\$400.00	\$560.00	\$715.00	\$563.91	\$536.13	\$508.11
	Associate	1,199	\$261.00	\$325.00	\$420.51	\$342.72	\$332.73	\$311.53
Phoenix, AZ	Partner	203	\$300.00	\$354.14	\$455.00	\$379.23	\$382.86	\$358.57
	Associate	141	\$205.00	\$255.00	\$300.00	\$263.45	\$208.97	\$184.75
Pittsburgh, PA	Partner	253	\$325.00	\$445.11	\$585.00	\$464.34	\$480.82	\$472.95
	Associate	360	\$235.00	\$300.00	\$379.56	\$310.00	\$306.45	\$294.97
Portland, ME	Partner	54	\$205.00	\$311.96	\$418.49	\$330.76	\$310.83	\$288.22
	Associate	28	\$180.00	\$189.48	\$251.01	\$214.42	\$208.55	\$204.04
Portland, OR	Partner	159	\$300.00	\$375.00	\$450.00	\$383.30	\$373.43	\$370.84
	Associate	187	\$233.76	\$270.00	\$315.00	\$272.39	\$260.06	\$252.70
Providence, RI	Partner	31	\$205.70	\$300.00	\$425.00	\$350.46	\$301.01	\$313.92
	Associate	26	\$175.00	\$212.50	\$235.00	\$217.97	\$199.01	\$192.21
Raleigh, NC	Partner	58	\$265.30	\$347.71	\$425.00	\$360.70	\$357.56	\$346.61
	Associate	39	\$180.00	\$225.00	\$280.00	\$236.81	\$247.76	\$230.21
Reno, NV	Partner	13	\$310.82	\$475.00	\$504.00	\$438.91	\$336.86	\$350.32
	Associate	9	\$185.00	\$250.00	\$325.00	\$264.84	\$258.18	\$260.49
Richmond, VA	Partner	173	\$300.00	\$434.70	\$645.00	\$467.47	\$461.70	\$437.71
	Associate	178	\$230.00	\$327.24	\$378.30	\$320.60	\$318.97	\$301.89
Riverside, CA	Partner	22	\$290.33	\$300.00	\$304.93	\$302.06	\$305.33	\$275.86
	Associate	n/a	n/a	n/a	n/a	n/a	\$267.74	\$236.98
Rochester, NY	Partner	34	\$250.00	\$360.00	\$375.00	\$332.39	\$348.51	\$339.04
	Associate	28	\$197.50	\$250.00	\$277.86	\$240.27	\$227.43	\$237.64
Sacramento, CA	Partner	46	\$330.76	\$393.16	\$585.00	\$455.04	\$453.27	\$390.86
	Associate	42	\$250.00	\$260.00	\$300.84	\$296.00	\$300.49	\$271.86
Salt Lake City, UT	Partner	91	\$270.00	\$335.77	\$431.20	\$351.24	\$332.17	\$316.96
	Associate	38	\$180.00	\$215.00	\$270.00	\$223.52	\$232.96	\$310.35
San Antonio, TX	Partner	18	\$256.50	\$325.00	\$440.00	\$363.76	\$301.79	\$351.42
	Associate	7	\$224.30	\$225.00	\$240.00	\$230.61	\$237.96	\$255.67

Section I: High-Level Data Cuts

Cities

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
San Diego, CA	Partner	162	\$300.00	\$428.50	\$717.34	\$503.77	\$497.62	\$499.46
	Associate	135	\$188.04	\$250.00	\$394.00	\$309.39	\$316.37	\$315.99
San Francisco, CA	Partner	574	\$356.67	\$587.68	\$780.00	\$590.11	\$598.26	\$596.90
	Associate	499	\$265.00	\$352.75	\$496.02	\$391.33	\$401.80	\$394.73
San Jose, CA	Partner	173	\$508.21	\$769.50	\$900.00	\$736.05	\$735.93	\$668.61
	Associate	141	\$318.75	\$420.00	\$582.40	\$463.02	\$440.53	\$423.84
San Juan, PR	Partner	75	\$187.26	\$225.00	\$255.00	\$227.50	\$217.77	\$221.47
	Associate	64	\$140.00	\$149.73	\$165.00	\$154.69	\$149.38	\$149.44
Santa Fe, NM	Partner	15	\$200.00	\$220.64	\$230.00	\$222.04	\$215.66	\$202.64
	Associate	n/a	n/a	n/a	n/a	n/a	\$199.86	\$191.44
Savannah, GA	Partner	18	\$250.00	\$287.50	\$335.00	\$287.70	\$255.00	\$255.00
	Associate	10	\$150.00	\$200.00	\$235.00	\$195.31	\$195.03	\$176.25
Seattle, WA	Partner	324	\$352.56	\$435.80	\$509.94	\$437.59	\$441.84	\$424.40
	Associate	242	\$240.00	\$281.18	\$355.00	\$298.91	\$307.37	\$292.31
St. Louis, MO	Partner	235	\$280.00	\$360.00	\$450.00	\$360.08	\$366.19	\$362.56
	Associate	205	\$177.57	\$214.58	\$250.00	\$214.61	\$219.48	\$218.69
Syracuse, NY	Partner	41	\$215.00	\$250.00	\$339.82	\$274.09	\$273.20	\$267.90
	Associate	22	\$175.00	\$175.04	\$210.17	\$192.97	\$168.22	\$185.61
Tallahassee, FL	Partner	22	\$305.00	\$434.14	\$550.00	\$457.06	\$456.04	\$393.11
	Associate	n/a	n/a	n/a	n/a	n/a	\$277.26	\$276.08
Tampa, FL	Partner	127	\$275.15	\$374.29	\$451.73	\$379.47	\$383.64	\$360.94
	Associate	65	\$200.00	\$240.70	\$295.00	\$254.21	\$254.43	\$239.65
Toledo, OH	Partner	12	\$227.98	\$265.00	\$337.50	\$281.73	\$315.51	\$300.83
	Associate	7	\$185.00	\$240.00	\$270.00	\$235.71	\$229.22	\$199.09
Trenton, NJ	Partner	53	\$400.00	\$500.00	\$594.40	\$493.18	\$474.53	\$437.17
	Associate	27	\$250.00	\$344.12	\$425.00	\$339.13	\$332.25	\$309.17
Tulsa, OK	Partner	25	\$220.00	\$285.00	\$325.00	\$279.86	\$276.79	\$281.16
	Associate	14	\$165.00	\$175.50	\$200.00	\$180.45	\$197.04	\$181.15
Virginia Beach, VA	Partner	25	\$300.00	\$375.00	\$475.00	\$391.72	\$349.16	\$353.97
	Associate	14	\$200.00	\$200.00	\$250.00	\$219.85	\$225.78	\$218.02
Washington, DC	Partner	2,184	\$600.00	\$730.00	\$865.07	\$738.93	\$714.25	\$680.29
	Associate	2,025	\$352.70	\$450.00	\$556.86	\$468.32	\$446.64	\$428.12
Winston-Salem, NC	Partner	14	\$265.00	\$332.50	\$395.00	\$325.04	\$367.08	\$334.66
	Associate	11	\$165.00	\$195.00	\$250.00	\$226.41	\$246.73	\$271.91
Worcester, MA	Partner	12	\$244.00	\$308.50	\$377.61	\$308.32	\$290.04	\$297.98
	Associate	10	\$145.00	\$186.15	\$250.00	\$190.20	\$179.60	\$165.70

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Akron, OH	Litigation	Partner	21	\$275.00	\$340.00	\$350.00	\$315.26	\$310.11	\$295.10
		Associate	9	\$180.00	\$200.00	\$219.97	\$215.20	\$212.16	\$209.18
	Non-Litigation	Partner	14	\$270.00	\$334.92	\$367.55	\$328.74	\$307.40	\$308.24
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$233.21
Albany, NY	Litigation	Partner	18	\$225.00	\$302.50	\$350.00	\$293.77	\$356.54	\$291.27
		Associate	14	\$150.00	\$180.00	\$229.27	\$202.95	\$232.55	\$253.96
	Non-Litigation	Partner	40	\$250.00	\$274.87	\$325.80	\$297.46	\$317.59	\$306.25
		Associate	37	\$180.00	\$210.00	\$250.00	\$224.83	\$216.76	\$216.36
Albuquerque, NM	Litigation	Partner	25	\$175.00	\$200.00	\$230.00	\$219.75	\$217.66	\$229.03
		Associate	19	\$149.10	\$150.00	\$210.00	\$170.05	\$159.88	\$167.19
	Non-Litigation	Partner	17	\$220.00	\$305.00	\$350.38	\$303.85	\$267.38	\$247.86
		Associate	7	\$150.00	\$220.00	\$265.00	\$217.86	\$196.76	\$183.85
Atlanta, GA	Litigation	Partner	313	\$285.00	\$442.00	\$627.61	\$470.53	\$459.32	\$436.84
		Associate	327	\$210.00	\$285.00	\$400.00	\$310.89	\$307.16	\$309.51
	Non-Litigation	Partner	381	\$384.68	\$540.00	\$675.00	\$559.15	\$546.80	\$518.42
		Associate	371	\$275.00	\$363.45	\$450.00	\$368.28	\$364.30	\$339.24
Austin, TX	Litigation	Partner	54	\$300.00	\$395.00	\$524.40	\$439.16	\$442.60	\$458.49
		Associate	44	\$246.35	\$270.00	\$339.91	\$315.07	\$305.57	\$334.29
	Non-Litigation	Partner	115	\$310.00	\$405.00	\$513.65	\$445.59	\$444.37	\$446.11
		Associate	106	\$240.00	\$260.50	\$343.46	\$296.01	\$303.01	\$299.25
Baltimore, MD	Litigation	Partner	117	\$325.00	\$414.20	\$585.00	\$452.31	\$438.02	\$432.74
		Associate	173	\$254.14	\$340.00	\$412.00	\$348.95	\$329.72	\$307.91
	Non-Litigation	Partner	135	\$390.00	\$461.30	\$615.00	\$511.13	\$502.67	\$479.15
		Associate	119	\$266.00	\$345.00	\$470.00	\$375.63	\$366.78	\$344.94
Baton Rouge, LA	Litigation	Partner	20	\$234.00	\$272.50	\$302.50	\$275.24	\$281.35	\$259.29
		Associate	12	\$170.00	\$204.13	\$230.00	\$200.69	\$191.44	\$187.82
	Non-Litigation	Partner	13	\$295.00	\$315.00	\$355.00	\$335.44	\$330.45	\$311.80
		Associate	9	\$150.00	\$175.00	\$220.00	\$180.00	\$184.73	\$208.76
Birmingham, AL	Litigation	Partner	104	\$220.00	\$299.68	\$349.42	\$302.07	\$297.40	\$299.28
		Associate	85	\$183.20	\$210.00	\$226.94	\$210.26	\$216.69	\$213.59
	Non-Litigation	Partner	82	\$301.50	\$390.75	\$475.00	\$395.99	\$365.36	\$341.89
		Associate	53	\$210.00	\$242.33	\$285.00	\$252.84	\$238.41	\$219.10
Boise, ID	Litigation	Partner	14	\$225.00	\$300.00	\$350.00	\$303.35	\$308.25	\$259.00
		Associate	n/a	n/a	n/a	n/a	n/a	\$185.70	\$207.86
	Non-Litigation	Partner	21	\$225.00	\$255.00	\$270.00	\$262.93	\$260.25	\$253.78
		Associate	10	\$150.00	\$167.50	\$170.00	\$168.00	\$177.73	\$159.76

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Boston, MA	Litigation	Partner	266	\$262.90	\$469.00	\$696.38	\$504.85	\$521.79	\$503.44
		Associate	286	\$185.00	\$350.00	\$494.32	\$364.84	\$351.61	\$315.02
	Non-Litigation	Partner	388	\$455.00	\$682.50	\$900.00	\$705.23	\$677.08	\$623.39
		Associate	499	\$360.00	\$460.00	\$615.00	\$478.99	\$488.06	\$476.81
Bridgeport, CT	Litigation	Partner	17	\$325.00	\$424.10	\$460.00	\$429.10	\$421.36	\$398.63
		Associate	10	\$210.00	\$242.50	\$297.50	\$280.75	\$286.88	\$283.61
	Non-Litigation	Partner	33	\$292.00	\$380.00	\$490.00	\$419.46	\$412.08	\$397.45
		Associate	18	\$255.00	\$267.50	\$325.00	\$282.40	\$279.44	\$283.99
Buffalo, NY	Litigation	Partner	71	\$260.00	\$310.00	\$322.13	\$290.68	\$279.75	\$276.10
		Associate	61	\$160.00	\$204.79	\$234.42	\$206.25	\$194.27	\$201.11
	Non-Litigation	Partner	60	\$289.00	\$310.00	\$338.25	\$316.73	\$298.37	\$290.67
		Associate	46	\$190.00	\$215.50	\$235.00	\$210.32	\$208.58	\$211.41
Charleston, SC	Litigation	Partner	24	\$280.00	\$315.00	\$395.26	\$332.83	\$325.91	\$313.03
		Associate	15	\$200.00	\$225.00	\$240.00	\$229.48	\$212.56	\$227.77
	Non-Litigation	Partner	20	\$245.06	\$300.00	\$391.40	\$316.26	\$326.54	\$297.80
		Associate	11	\$200.00	\$250.00	\$292.50	\$244.77	\$242.58	\$206.74
Charleston, WV	Litigation	Partner	35	\$200.00	\$250.00	\$315.00	\$247.45	\$251.63	\$239.49
		Associate	31	\$160.17	\$184.43	\$200.00	\$183.75	\$184.79	\$180.60
Charlotte, NC	Litigation	Partner	70	\$275.00	\$355.57	\$550.00	\$429.63	\$436.48	\$459.68
		Associate	80	\$219.66	\$305.50	\$399.88	\$331.45	\$291.80	\$296.58
	Non-Litigation	Partner	99	\$385.00	\$495.00	\$635.00	\$527.26	\$532.03	\$473.96
		Associate	96	\$215.00	\$287.50	\$383.00	\$323.06	\$333.06	\$321.26
Chattanooga, TN	Litigation	Partner	11	\$160.94	\$260.00	\$350.00	\$264.61	\$209.45	\$258.68
		Associate	9	\$180.00	\$191.20	\$210.00	\$192.86	n/a	n/a
Chicago, IL	Litigation	Partner	781	\$375.00	\$580.00	\$753.03	\$579.30	\$559.91	\$542.05
		Associate	887	\$240.60	\$370.00	\$473.31	\$375.35	\$363.66	\$347.23
	Non-Litigation	Partner	1,220	\$507.50	\$680.00	\$857.30	\$694.46	\$657.63	\$617.69
		Associate	1,276	\$335.00	\$425.00	\$534.29	\$444.38	\$423.07	\$402.65
Cincinnati, OH	Litigation	Partner	43	\$280.00	\$428.00	\$485.00	\$398.25	\$405.90	\$386.81
		Associate	41	\$205.00	\$226.27	\$280.11	\$239.61	\$234.56	\$232.02
	Non-Litigation	Partner	70	\$350.00	\$421.59	\$455.00	\$407.48	\$401.02	\$381.20
		Associate	48	\$220.00	\$243.50	\$271.24	\$248.02	\$239.79	\$228.22
Cleveland, OH	Litigation	Partner	152	\$300.00	\$397.50	\$556.00	\$439.65	\$409.97	\$401.07
		Associate	138	\$210.00	\$240.00	\$285.00	\$261.32	\$260.16	\$255.72
	Non-Litigation	Partner	253	\$335.00	\$418.73	\$525.00	\$434.78	\$433.54	\$442.86
		Associate	244	\$220.93	\$269.05	\$325.00	\$281.44	\$270.28	\$269.94

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Columbia, SC	Litigation	Partner	49	\$285.00	\$359.79	\$417.88	\$354.57	\$333.28	\$316.91
		Associate	35	\$200.00	\$227.46	\$265.00	\$229.79	\$231.21	\$220.18
	Non-Litigation	Partner	42	\$315.00	\$385.00	\$425.75	\$375.84	\$344.70	\$332.02
		Associate	22	\$199.00	\$249.36	\$270.20	\$236.03	\$238.68	\$216.96
Columbus, OH	Litigation	Partner	33	\$300.00	\$355.00	\$425.96	\$374.49	\$386.03	\$375.32
		Associate	20	\$230.00	\$246.46	\$287.50	\$265.37	\$262.84	\$244.00
	Non-Litigation	Partner	71	\$350.00	\$405.00	\$480.00	\$409.88	\$414.56	\$409.04
		Associate	44	\$237.50	\$280.00	\$347.50	\$294.87	\$274.16	\$255.88
Dallas, TX	Litigation	Partner	159	\$275.00	\$426.75	\$684.37	\$464.84	\$453.76	\$420.98
		Associate	178	\$230.00	\$305.90	\$460.00	\$343.30	\$328.05	\$299.25
	Non-Litigation	Partner	271	\$475.00	\$630.00	\$780.00	\$629.70	\$628.56	\$598.12
		Associate	336	\$310.01	\$412.50	\$540.00	\$434.11	\$417.36	\$391.77
Denver, CO	Litigation	Partner	105	\$275.00	\$370.00	\$465.00	\$393.24	\$405.66	\$380.84
		Associate	87	\$250.00	\$275.00	\$305.00	\$296.70	\$289.91	\$275.03
	Non-Litigation	Partner	135	\$330.00	\$405.00	\$505.00	\$423.20	\$433.62	\$414.52
		Associate	110	\$230.74	\$280.00	\$335.89	\$290.83	\$301.62	\$291.36
Des Moines, IA	Litigation	Partner	20	\$255.00	\$292.50	\$422.50	\$332.42	\$302.73	\$264.08
		Associate	11	\$200.00	\$252.30	\$280.00	\$244.81	\$206.79	n/a
	Non-Litigation	Partner	14	\$246.98	\$267.50	\$350.00	\$307.54	\$285.01	\$282.69
		Associate	9	\$210.00	\$265.00	\$285.00	\$263.24	\$218.15	\$215.49
Detroit, MI	Litigation	Partner	107	\$215.00	\$325.00	\$396.00	\$319.36	\$277.67	\$266.72
		Associate	88	\$182.50	\$205.00	\$250.00	\$220.20	\$217.43	\$213.96
	Non-Litigation	Partner	118	\$310.00	\$370.00	\$435.00	\$373.33	\$360.28	\$350.92
		Associate	92	\$203.75	\$230.21	\$295.05	\$263.10	\$251.90	\$232.40
Fresno, CA	Litigation	Partner	12	\$227.50	\$280.00	\$295.00	\$269.17	\$234.87	\$241.43
		Associate	n/a	n/a	n/a	n/a	n/a	\$193.74	n/a
	Non-Litigation	Partner	13	\$295.00	\$330.00	\$375.00	\$344.58	\$323.83	\$277.69
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Grand Rapids, MI	Non-Litigation	Partner	11	\$295.00	\$390.00	\$450.00	\$361.80	\$371.79	\$323.38
		Associate	8	\$148.06	\$215.00	\$245.00	\$197.64	\$199.82	\$211.86
Greensboro, NC	Litigation	Partner	15	\$225.00	\$250.00	\$285.00	\$265.94	\$288.17	\$301.62
		Associate	8	\$170.00	\$180.00	\$250.00	\$200.00	n/a	\$220.11
	Non-Litigation	Partner	12	\$265.00	\$362.50	\$400.05	\$340.84	\$377.73	\$332.21
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$198.95

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Greenville, SC	Litigation	Partner	22	\$267.97	\$354.80	\$404.65	\$343.35	\$354.10	\$347.47
		Associate	10	\$150.00	\$212.50	\$280.00	\$218.00	\$223.94	\$224.26
	Non-Litigation	Partner	39	\$335.00	\$395.21	\$438.50	\$394.63	\$363.63	\$340.17
		Associate	35	\$230.00	\$250.00	\$294.88	\$259.20	\$235.04	\$223.86
Harrisburg, PA	Litigation	Partner	14	\$275.00	\$342.50	\$366.98	\$352.34	\$306.80	\$325.43
		Associate	n/a	n/a	n/a	n/a	n/a	\$171.36	\$205.42
	Non-Litigation	Partner	16	\$295.00	\$320.00	\$365.00	\$352.19	\$336.91	\$286.78
		Associate	8	\$197.50	\$235.00	\$322.50	\$243.75	\$230.59	\$194.41
Hartford, CT	Litigation	Partner	62	\$275.00	\$390.93	\$475.00	\$382.72	\$397.67	\$377.16
		Associate	36	\$205.00	\$249.90	\$300.00	\$251.37	\$247.49	\$253.71
	Non-Litigation	Partner	61	\$310.00	\$400.00	\$500.00	\$422.26	\$394.38	\$413.98
		Associate	39	\$242.86	\$263.29	\$288.00	\$282.76	\$279.76	\$290.40
Honolulu, HI	Litigation	Partner	33	\$275.00	\$320.00	\$395.00	\$326.98	\$316.11	\$296.51
		Associate	19	\$170.00	\$180.00	\$210.00	\$196.66	\$192.69	\$193.33
	Non-Litigation	Partner	26	\$250.00	\$275.00	\$325.00	\$294.87	\$317.18	\$306.21
		Associate	14	\$165.00	\$177.50	\$200.00	\$179.57	\$196.76	\$193.66
Houston, TX	Litigation	Partner	138	\$295.00	\$450.00	\$635.00	\$467.52	\$459.83	\$451.09
		Associate	102	\$225.00	\$297.50	\$388.00	\$321.93	\$319.94	\$317.27
	Non-Litigation	Partner	164	\$460.05	\$701.00	\$850.00	\$687.48	\$630.02	\$615.27
		Associate	178	\$250.00	\$326.24	\$475.00	\$387.88	\$386.40	\$354.90
Indianapolis, IN	Litigation	Partner	91	\$245.00	\$395.65	\$500.00	\$384.16	\$379.93	\$343.98
		Associate	55	\$180.00	\$210.00	\$285.00	\$241.05	\$238.68	\$240.97
	Non-Litigation	Partner	121	\$335.00	\$405.00	\$480.00	\$403.67	\$390.78	\$378.77
		Associate	59	\$200.00	\$231.11	\$260.00	\$236.26	\$251.52	\$241.74
Jackson, MS	Litigation	Partner	74	\$250.00	\$292.50	\$380.00	\$323.84	\$308.05	\$287.30
		Associate	50	\$175.00	\$195.00	\$221.73	\$197.43	\$197.75	\$193.47
	Non-Litigation	Partner	30	\$232.06	\$315.00	\$415.00	\$324.10	\$311.49	\$330.35
		Associate	11	\$175.00	\$196.65	\$235.00	\$200.80	\$201.18	\$207.31
Jacksonville, FL	Litigation	Partner	40	\$233.74	\$309.02	\$417.50	\$330.75	\$344.23	\$310.54
		Associate	27	\$175.00	\$190.00	\$250.53	\$228.68	\$237.90	\$226.12
	Non-Litigation	Partner	16	\$268.18	\$331.50	\$350.00	\$319.36	\$359.69	\$359.66
		Associate	9	\$190.19	\$250.00	\$295.00	\$242.60	\$235.91	\$267.45
Kansas City, MO	Litigation	Partner	121	\$300.00	\$390.00	\$497.01	\$390.46	\$386.22	\$359.73
		Associate	126	\$199.75	\$238.38	\$285.00	\$251.40	\$252.63	\$247.09
	Non-Litigation	Partner	118	\$328.00	\$396.62	\$475.00	\$419.62	\$407.86	\$374.88
		Associate	94	\$233.75	\$269.11	\$320.00	\$286.25	\$284.59	\$268.01

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Knoxville, TN	Litigation	Partner	20	\$195.00	\$230.00	\$293.43	\$253.89	\$260.69	\$252.41
		Associate	12	\$195.00	\$200.00	\$200.00	\$199.17	\$185.02	\$182.53
Las Vegas, NV	Litigation	Partner	42	\$225.00	\$303.56	\$410.00	\$331.98	\$312.09	\$344.47
		Associate	35	\$185.00	\$232.00	\$270.00	\$230.13	\$224.52	\$225.14
	Non-Litigation	Partner	43	\$342.00	\$400.00	\$575.00	\$433.96	\$383.79	\$387.45
		Associate	37	\$185.00	\$250.00	\$295.00	\$258.13	\$245.97	\$251.53
Lexington, KY	Litigation	Partner	22	\$285.00	\$295.00	\$325.00	\$298.18	\$318.87	\$304.15
		Associate	12	\$160.00	\$190.00	\$210.00	\$186.67	\$208.88	\$202.13
	Non-Litigation	Partner	15	\$300.00	\$350.00	\$375.00	\$342.75	\$347.25	\$331.43
		Associate	8	\$170.00	\$191.42	\$240.00	\$207.23	\$212.50	\$205.86
Little Rock, AR	Litigation	Partner	32	\$215.00	\$232.50	\$300.87	\$272.86	\$266.61	\$273.39
		Associate	12	\$169.35	\$170.00	\$192.50	\$180.66	\$173.79	\$191.24
	Non-Litigation	Partner	15	\$215.00	\$250.00	\$315.00	\$270.05	\$308.94	\$273.15
		Associate	7	\$170.00	\$185.00	\$250.00	\$205.00	\$216.50	\$193.59
Los Angeles, CA	Litigation	Partner	637	\$346.30	\$545.00	\$775.00	\$587.44	\$568.03	\$526.03
		Associate	813	\$257.92	\$410.00	\$565.00	\$423.87	\$400.67	\$374.89
	Non-Litigation	Partner	663	\$485.00	\$675.00	\$918.72	\$709.09	\$703.57	\$661.68
		Associate	932	\$384.11	\$525.00	\$697.28	\$547.51	\$495.99	\$477.43
Louisville, KY	Litigation	Partner	38	\$240.00	\$320.00	\$395.00	\$317.64	\$323.05	\$306.79
		Associate	30	\$175.00	\$189.90	\$215.00	\$193.54	\$187.00	\$183.04
	Non-Litigation	Partner	33	\$315.00	\$365.00	\$425.00	\$370.27	\$374.01	\$334.97
		Associate	10	\$200.00	\$205.00	\$210.00	\$208.97	\$210.74	\$205.64
Madison, WI	Litigation	Partner	10	\$245.00	\$368.93	\$440.00	\$380.52	\$433.45	\$327.17
		Associate	n/a	n/a	n/a	n/a	n/a	\$269.59	\$234.34
	Non-Litigation	Partner	26	\$340.00	\$375.00	\$418.00	\$416.90	\$395.07	\$347.42
		Associate	21	\$260.19	\$300.00	\$415.00	\$343.72	\$280.81	\$267.82
Memphis, TN	Litigation	Partner	39	\$260.00	\$305.00	\$409.45	\$319.36	\$281.80	\$297.27
		Associate	20	\$177.50	\$195.96	\$227.41	\$199.21	\$207.73	\$217.24
	Non-Litigation	Partner	31	\$295.00	\$361.99	\$395.83	\$343.96	\$331.15	\$323.90
		Associate	24	\$197.58	\$228.69	\$267.50	\$232.91	\$205.21	\$195.53
Miami, FL	Litigation	Partner	239	\$255.00	\$350.00	\$495.00	\$387.57	\$382.16	\$374.97
		Associate	201	\$185.00	\$240.00	\$350.00	\$287.56	\$281.63	\$259.68
	Non-Litigation	Partner	172	\$350.00	\$472.25	\$649.00	\$502.89	\$487.63	\$447.47
		Associate	120	\$230.00	\$290.00	\$395.00	\$315.15	\$295.02	\$272.72

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Milwaukee, WI	Litigation	Partner	86	\$250.00	\$296.59	\$385.00	\$322.54	\$328.79	\$328.58
		Associate	61	\$185.00	\$250.00	\$285.00	\$238.01	\$238.38	\$232.55
	Non-Litigation	Partner	109	\$325.00	\$381.48	\$475.00	\$422.43	\$407.46	\$399.41
		Associate	92	\$226.50	\$259.00	\$301.80	\$274.61	\$251.92	\$250.42
Minneapolis, MN	Litigation	Partner	159	\$250.00	\$350.00	\$518.27	\$391.98	\$400.06	\$385.04
		Associate	144	\$180.00	\$242.50	\$300.00	\$250.91	\$262.48	\$257.95
	Non-Litigation	Partner	161	\$350.00	\$440.00	\$535.00	\$443.95	\$451.86	\$413.64
		Associate	152	\$259.64	\$300.00	\$389.76	\$369.83	\$310.63	\$291.15
Nashville, TN	Litigation	Partner	61	\$275.00	\$360.00	\$435.00	\$363.58	\$348.74	\$344.77
		Associate	41	\$210.00	\$216.00	\$274.50	\$238.49	\$222.99	\$215.29
	Non-Litigation	Partner	91	\$342.00	\$400.00	\$475.00	\$399.35	\$382.61	\$366.40
		Associate	79	\$202.50	\$229.50	\$285.00	\$246.46	\$221.19	\$199.39
New Haven, CT	Litigation	Partner	13	\$387.44	\$400.00	\$447.43	\$400.91	\$383.79	\$362.47
		Associate	n/a	n/a	n/a	n/a	n/a	\$270.00	\$351.06
	Non-Litigation	Partner	18	\$368.59	\$392.50	\$457.59	\$417.79	\$390.02	\$390.98
		Associate	14	\$255.00	\$275.00	\$295.00	\$270.30	\$265.20	\$251.41
New Orleans, LA	Litigation	Partner	93	\$200.00	\$235.00	\$300.00	\$273.99	\$283.90	\$263.13
		Associate	76	\$159.64	\$192.50	\$225.75	\$192.33	\$200.60	\$208.14
	Non-Litigation	Partner	47	\$275.00	\$340.00	\$401.34	\$335.64	\$300.52	\$304.64
		Associate	30	\$160.00	\$197.50	\$250.00	\$214.65	\$190.15	\$219.17
New York, NY	Litigation	Partner	1,331	\$400.00	\$676.30	\$895.00	\$661.78	\$647.90	\$619.50
		Associate	1,569	\$278.00	\$417.00	\$595.00	\$441.58	\$429.93	\$410.31
	Non-Litigation	Partner	2,351	\$659.00	\$890.00	\$1,120.00	\$880.68	\$852.52	\$803.75
		Associate	3,576	\$412.07	\$565.00	\$735.21	\$563.82	\$558.81	\$525.59
Oklahoma City, OK	Litigation	Partner	34	\$200.00	\$253.25	\$330.00	\$271.81	\$270.21	\$258.30
		Associate	21	\$168.51	\$175.00	\$200.00	\$185.74	\$178.88	\$166.25
	Non-Litigation	Partner	25	\$200.00	\$280.67	\$350.00	\$285.28	\$284.67	\$266.91
		Associate	10	\$179.23	\$203.50	\$215.00	\$201.66	\$196.28	\$191.93
Omaha, NE	Litigation	Partner	20	\$226.50	\$270.00	\$364.87	\$292.23	\$273.87	\$249.75
		Associate	11	\$165.00	\$203.00	\$228.00	\$202.89	\$184.14	\$188.55
	Non-Litigation	Partner	36	\$244.00	\$303.54	\$364.86	\$297.66	\$308.14	\$259.92
		Associate	36	\$155.00	\$180.00	\$211.94	\$188.89	\$198.41	\$191.80
Orlando, FL	Litigation	Partner	51	\$251.43	\$320.00	\$455.00	\$368.01	\$375.29	\$338.79
		Associate	55	\$188.26	\$230.00	\$275.00	\$242.47	\$239.55	\$225.98
	Non-Litigation	Partner	65	\$370.00	\$440.00	\$575.00	\$479.25	\$465.83	\$406.09
		Associate	40	\$230.00	\$277.50	\$381.67	\$314.00	\$323.61	\$287.65

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Philadelphia, PA	Litigation	Partner	580	\$357.75	\$502.43	\$656.50	\$513.24	\$494.88	\$487.13
		Associate	757	\$230.00	\$305.00	\$400.00	\$319.03	\$312.31	\$299.10
	Non-Litigation	Partner	573	\$480.00	\$624.08	\$765.00	\$622.56	\$594.09	\$548.29
		Associate	611	\$293.00	\$350.00	\$436.90	\$372.10	\$358.12	\$327.75
Phoenix, AZ	Litigation	Partner	99	\$270.00	\$350.00	\$467.99	\$385.14	\$366.77	\$360.45
		Associate	74	\$195.00	\$257.00	\$310.00	\$260.38	\$180.39	\$148.57
	Non-Litigation	Partner	130	\$300.00	\$350.00	\$440.00	\$369.73	\$390.08	\$356.81
		Associate	84	\$200.55	\$246.66	\$299.18	\$260.01	\$249.61	\$248.91
Pittsburgh, PA	Litigation	Partner	116	\$230.00	\$395.00	\$554.23	\$405.42	\$454.64	\$460.15
		Associate	190	\$221.00	\$300.00	\$372.00	\$301.27	\$293.42	\$285.65
	Non-Litigation	Partner	170	\$350.00	\$485.53	\$606.55	\$491.64	\$495.85	\$478.23
		Associate	218	\$243.00	\$300.00	\$378.00	\$316.70	\$317.26	\$300.70
Portland, ME	Litigation	Partner	18	\$202.95	\$345.00	\$400.00	\$321.05	\$309.61	\$314.59
		Associate	11	\$175.00	\$222.50	\$252.00	\$227.77	\$217.06	\$220.13
	Non-Litigation	Partner	42	\$205.00	\$290.00	\$427.29	\$329.18	\$304.65	\$274.91
		Associate	23	\$180.00	\$188.97	\$255.00	\$214.43	\$205.21	\$191.64
Portland, OR	Litigation	Partner	92	\$285.00	\$367.50	\$432.16	\$363.15	\$363.78	\$367.08
		Associate	79	\$230.00	\$270.00	\$311.00	\$272.57	\$269.15	\$253.30
	Non-Litigation	Partner	92	\$336.19	\$392.50	\$467.50	\$403.28	\$387.09	\$378.82
		Associate	141	\$234.65	\$274.00	\$317.42	\$274.54	\$260.88	\$258.24
Providence, RI	Litigation	Partner	19	\$185.00	\$250.00	\$300.00	\$255.48	\$214.79	\$294.19
		Associate	21	\$155.25	\$200.00	\$225.00	\$205.06	\$201.15	\$178.34
	Non-Litigation	Partner	16	\$300.00	\$387.50	\$590.00	\$429.08	\$365.51	\$310.30
		Associate	11	\$140.00	\$205.00	\$250.00	\$216.70	\$193.02	\$201.25
Raleigh, NC	Litigation	Partner	34	\$250.00	\$329.54	\$405.00	\$334.43	\$336.83	\$354.61
		Associate	21	\$165.00	\$196.31	\$205.00	\$205.06	\$227.29	\$223.23
	Non-Litigation	Partner	33	\$300.00	\$354.79	\$445.00	\$377.44	\$381.15	\$346.73
		Associate	24	\$215.00	\$257.53	\$296.89	\$261.16	\$258.94	\$242.84
Reno, NV	Non-Litigation	Partner	12	\$310.00	\$460.00	\$512.50	\$434.25	\$370.93	\$375.76
		Associate	7	\$185.00	\$250.00	\$420.00	\$282.14	n/a	\$266.46
Richmond, VA	Litigation	Partner	92	\$225.00	\$349.84	\$507.41	\$383.97	\$378.56	\$404.93
		Associate	94	\$222.60	\$290.00	\$354.20	\$295.23	\$288.26	\$278.71
	Non-Litigation	Partner	101	\$380.00	\$550.00	\$710.00	\$547.24	\$526.56	\$471.95
		Associate	95	\$273.78	\$342.00	\$394.55	\$340.08	\$336.47	\$327.48
Riverside, CA	Non-Litigation	Partner	22	\$290.33	\$300.00	\$304.93	\$302.06	\$305.83	\$274.58
		Associate	n/a	n/a	n/a	n/a	n/a	\$267.74	\$259.40

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Rochester, NY	Litigation	Partner	19	\$250.00	\$360.00	\$385.00	\$334.11	\$306.52	\$333.14
		Associate	19	\$185.00	\$248.02	\$254.38	\$232.32	\$209.03	\$221.77
	Non-Litigation	Partner	22	\$246.26	\$307.50	\$369.23	\$314.66	\$384.78	\$341.20
		Associate	13	\$200.00	\$275.00	\$300.00	\$278.60	\$254.67	\$251.41
Sacramento, CA	Litigation	Partner	27	\$337.17	\$385.00	\$522.75	\$422.80	\$419.47	\$378.63
		Associate	30	\$240.00	\$259.23	\$305.37	\$287.61	\$276.02	\$254.79
	Non-Litigation	Partner	26	\$329.95	\$396.74	\$628.00	\$474.69	\$474.36	\$428.81
		Associate	21	\$255.00	\$275.40	\$309.27	\$317.70	\$335.23	\$298.96
Salt Lake City, UT	Litigation	Partner	48	\$250.00	\$353.50	\$442.07	\$348.82	\$316.05	\$311.13
		Associate	11	\$170.00	\$235.00	\$280.00	\$223.11	\$196.59	\$201.25
	Non-Litigation	Partner	52	\$275.00	\$327.50	\$382.40	\$343.39	\$344.62	\$320.96
		Associate	26	\$190.00	\$206.02	\$258.05	\$221.40	\$242.52	\$355.12
San Antonio, TX	Litigation	Partner	12	\$245.00	\$312.50	\$370.40	\$335.93	\$280.44	\$322.61
		Associate	n/a	n/a	n/a	n/a	n/a	\$209.38	\$239.90
San Diego, CA	Litigation	Partner	102	\$250.00	\$374.50	\$652.90	\$456.83	\$452.86	\$445.22
		Associate	84	\$185.00	\$245.54	\$325.00	\$288.40	\$281.41	\$278.34
	Non-Litigation	Partner	95	\$325.00	\$455.00	\$770.19	\$532.30	\$532.27	\$542.74
		Associate	77	\$185.00	\$250.00	\$390.00	\$305.49	\$352.75	\$354.55
San Francisco, CA	Litigation	Partner	307	\$290.00	\$531.63	\$759.00	\$541.22	\$543.74	\$548.12
		Associate	279	\$240.00	\$316.00	\$475.00	\$370.50	\$363.85	\$364.08
	Non-Litigation	Partner	360	\$416.50	\$615.63	\$781.33	\$623.16	\$640.77	\$638.75
		Associate	280	\$285.13	\$385.00	\$505.38	\$412.76	\$431.67	\$427.68
San Jose, CA	Litigation	Partner	52	\$565.00	\$779.25	\$910.00	\$742.48	\$717.96	\$633.71
		Associate	44	\$392.50	\$440.00	\$585.00	\$467.91	\$390.78	\$398.71
	Non-Litigation	Partner	146	\$500.00	\$771.85	\$900.00	\$736.05	\$752.52	\$677.66
		Associate	104	\$308.89	\$394.13	\$583.70	\$455.76	\$442.89	\$427.10
San Juan, PR	Litigation	Partner	35	\$181.79	\$210.00	\$248.89	\$213.14	\$208.85	\$212.36
		Associate	45	\$126.40	\$145.00	\$160.00	\$146.92	\$142.92	\$143.57
	Non-Litigation	Partner	56	\$189.57	\$230.33	\$280.00	\$230.58	\$220.76	\$228.37
		Associate	38	\$140.00	\$150.00	\$169.97	\$157.44	\$152.21	\$152.70
Seattle, WA	Litigation	Partner	124	\$345.17	\$417.76	\$490.00	\$418.96	\$413.94	\$418.33
		Associate	94	\$239.69	\$273.72	\$333.11	\$290.34	\$294.56	\$286.21
	Non-Litigation	Partner	252	\$360.50	\$460.78	\$519.93	\$449.26	\$457.39	\$429.84
		Associate	176	\$240.19	\$284.37	\$355.00	\$301.43	\$310.64	\$298.33

Section I: High-Level Data Cuts

Cities

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
St. Louis, MO	Litigation	Partner	120	\$205.55	\$317.50	\$381.25	\$309.01	\$330.47	\$341.85
		Associate	137	\$170.00	\$192.14	\$227.50	\$203.77	\$207.95	\$216.87
	Non-Litigation	Partner	139	\$317.59	\$420.00	\$470.00	\$392.05	\$392.37	\$382.65
		Associate	94	\$170.00	\$222.63	\$264.47	\$222.64	\$227.24	\$219.02
Syracuse, NY	Litigation	Partner	23	\$210.00	\$240.00	\$275.00	\$244.00	\$257.31	\$241.80
		Associate	17	\$175.00	\$175.00	\$190.00	\$184.85	\$163.50	\$173.04
	Non-Litigation	Partner	23	\$235.00	\$305.68	\$355.00	\$297.59	\$291.03	\$290.35
		Associate	7	\$200.00	\$215.00	\$235.00	\$216.43	n/a	\$204.64
Tallahassee, FL	Litigation	Partner	10	\$250.00	\$423.14	\$550.00	\$464.63	\$424.76	\$368.95
		Associate	n/a	n/a	n/a	n/a	n/a	\$267.73	\$272.58
	Non-Litigation	Partner	15	\$301.47	\$400.00	\$500.00	\$405.29	\$446.13	\$396.84
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$272.92
Tampa, FL	Litigation	Partner	70	\$275.00	\$328.93	\$400.00	\$345.46	\$356.97	\$343.34
		Associate	37	\$200.00	\$232.81	\$287.98	\$241.26	\$243.26	\$238.57
	Non-Litigation	Partner	81	\$295.00	\$405.00	\$475.00	\$398.91	\$412.40	\$399.12
		Associate	35	\$225.00	\$250.00	\$325.00	\$272.50	\$267.17	\$246.00
Trenton, NJ	Litigation	Partner	32	\$334.71	\$471.62	\$590.02	\$460.22	\$478.89	\$447.87
		Associate	16	\$249.10	\$337.50	\$425.00	\$346.03	\$353.94	\$312.16
	Non-Litigation	Partner	34	\$406.62	\$542.50	\$595.00	\$523.88	\$473.05	\$446.56
		Associate	18	\$300.00	\$364.00	\$408.20	\$354.74	\$337.62	\$314.93
Tulsa, OK	Litigation	Partner	14	\$215.00	\$285.00	\$320.00	\$271.46	\$260.30	\$269.40
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$180.38
	Non-Litigation	Partner	9	\$295.00	\$327.00	\$350.00	\$319.56	\$299.30	\$280.91
		Associate	9	\$165.00	\$169.84	\$200.00	\$179.09	\$194.72	n/a
Virginia Beach, VA	Litigation	Partner	15	\$250.00	\$340.00	\$455.00	\$348.55	\$346.96	\$341.84
		Associate	10	\$200.00	\$200.00	\$270.00	\$224.50	\$233.51	n/a
	Non-Litigation	Partner	16	\$340.00	\$386.00	\$505.50	\$427.98	\$369.70	\$341.75
		Associate	7	\$190.00	\$205.00	\$250.00	\$231.57	n/a	\$194.36
Washington, DC	Litigation	Partner	986	\$607.20	\$730.00	\$862.00	\$731.27	\$703.79	\$675.58
		Associate	817	\$375.00	\$473.29	\$570.00	\$475.32	\$446.75	\$433.93
	Non-Litigation	Partner	1,653	\$600.00	\$730.00	\$871.30	\$742.52	\$721.37	\$684.73
		Associate	1,489	\$348.75	\$440.00	\$544.00	\$463.67	\$448.91	\$425.64
Winston-Salem, NC	Litigation	Partner	10	\$285.00	\$344.25	\$395.00	\$348.12	\$372.11	\$333.96
		Associate	7	\$165.00	\$185.00	\$197.51	\$188.22	\$216.83	\$255.59
	Non-Litigation	Partner	8	\$295.00	\$372.50	\$417.50	\$355.00	\$362.93	\$335.58
		Associate	7	\$175.00	\$200.00	\$340.00	\$247.43	n/a	\$316.63

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Partners

City	Years of Experience	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
Albany, NY	Fewer Than 21 Years	18	\$250.00	\$275.00	\$307.41	\$287.06	\$298.92	\$282.80
	21 or More Years	29	\$250.00	\$295.00	\$377.66	\$314.39	\$337.50	\$295.97
Albuquerque, NM	Fewer Than 21 Years	13	\$175.00	\$206.00	\$319.70	\$240.42	\$219.60	\$216.25
	21 or More Years	21	\$185.00	\$275.00	\$330.00	\$276.61	\$259.35	\$242.69
Atlanta, GA	Fewer Than 21 Years	181	\$340.62	\$493.31	\$600.19	\$477.93	\$467.65	\$442.45
	21 or More Years	240	\$358.33	\$536.24	\$698.18	\$549.23	\$537.15	\$515.06
Austin, TX	Fewer Than 21 Years	56	\$327.50	\$400.00	\$507.43	\$432.93	\$430.28	\$452.73
	21 or More Years	66	\$375.00	\$450.00	\$600.47	\$487.93	\$490.58	\$469.05
Baltimore, MD	Fewer Than 21 Years	68	\$366.75	\$460.00	\$585.00	\$476.28	\$438.66	\$417.39
	21 or More Years	92	\$352.50	\$450.00	\$615.54	\$490.28	\$483.98	\$464.93
Baton Rouge, LA	Fewer Than 21 Years	13	\$263.50	\$280.00	\$295.00	\$272.65	\$287.83	\$271.34
	21 or More Years	14	\$262.87	\$335.48	\$375.00	\$328.14	\$328.30	\$307.20
Birmingham, AL	Fewer Than 21 Years	57	\$260.00	\$300.00	\$340.62	\$308.80	\$291.55	\$293.43
	21 or More Years	61	\$316.29	\$399.00	\$470.00	\$389.87	\$364.46	\$352.70
Boise, ID	Fewer Than 21 Years	11	\$225.00	\$255.00	\$270.00	\$249.51	\$241.05	\$233.41
	21 or More Years	15	\$230.00	\$271.56	\$340.00	\$288.69	\$314.29	\$268.89
Boston, MA	Fewer Than 21 Years	190	\$420.00	\$615.00	\$839.13	\$622.50	\$605.66	\$571.22
	21 or More Years	294	\$345.03	\$600.00	\$855.00	\$632.85	\$622.25	\$585.62
Bridgeport, CT	Fewer Than 21 Years	15	\$292.00	\$421.66	\$475.00	\$398.74	\$387.21	\$344.56
	21 or More Years	27	\$280.50	\$395.34	\$530.00	\$439.14	\$446.38	\$440.55
Buffalo, NY	Fewer Than 21 Years	47	\$274.33	\$302.37	\$310.00	\$285.10	\$274.38	\$264.94
	21 or More Years	43	\$285.00	\$310.00	\$370.00	\$320.73	\$296.77	\$289.64
Charleston, SC	Fewer Than 21 Years	17	\$280.00	\$302.28	\$365.53	\$308.79	\$308.40	\$290.81
	21 or More Years	19	\$275.00	\$320.00	\$425.00	\$345.82	\$337.51	\$321.54
Charleston, WV	Fewer Than 21 Years	14	\$183.14	\$203.50	\$280.00	\$225.32	\$224.59	\$229.10
	21 or More Years	20	\$232.50	\$271.50	\$320.00	\$267.90	\$271.63	\$253.60
Charlotte, NC	Fewer Than 21 Years	55	\$316.66	\$450.00	\$576.03	\$484.64	\$480.96	\$443.34
	21 or More Years	59	\$422.31	\$515.00	\$750.00	\$564.41	\$570.06	\$521.49
Chicago, IL	Fewer Than 21 Years	579	\$418.32	\$615.00	\$778.50	\$617.98	\$591.76	\$563.61
	21 or More Years	755	\$495.00	\$685.00	\$875.00	\$687.81	\$653.41	\$613.01
Cincinnati, OH	Fewer Than 21 Years	35	\$280.00	\$351.94	\$420.00	\$354.03	\$352.53	\$342.83
	21 or More Years	51	\$415.00	\$450.00	\$495.00	\$445.25	\$443.84	\$427.04
Cleveland, OH	Fewer Than 21 Years	110	\$310.00	\$355.99	\$435.00	\$390.86	\$375.78	\$371.39
	21 or More Years	168	\$332.01	\$445.42	\$582.97	\$469.83	\$457.83	\$456.22
Columbia, SC	Fewer Than 21 Years	18	\$250.00	\$290.00	\$360.00	\$298.45	\$303.10	\$289.66
	21 or More Years	38	\$327.33	\$396.68	\$428.41	\$377.59	\$355.07	\$355.05

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Partners

City	Years of Experience	n	Trend Analysis (Mean)					
			First Quartile	Median	Third Quartile	2016	2015	2014
Columbus, OH	Fewer Than 21 Years	33	\$327.74	\$360.00	\$410.00	\$377.82	\$368.08	\$364.36
	21 or More Years	49	\$350.00	\$385.24	\$461.55	\$396.97	\$416.67	\$400.41
Dallas, TX	Fewer Than 21 Years	123	\$330.00	\$500.62	\$690.00	\$527.71	\$513.92	\$495.41
	21 or More Years	168	\$385.00	\$616.88	\$775.83	\$601.94	\$584.22	\$565.04
Denver, CO	Fewer Than 21 Years	84	\$330.00	\$367.88	\$452.50	\$397.73	\$407.62	\$386.03
	21 or More Years	94	\$360.00	\$454.87	\$550.00	\$459.77	\$463.34	\$429.84
Des Moines, IA	Fewer Than 21 Years	10	\$250.00	\$274.15	\$450.00	\$322.83	\$271.63	\$249.65
	21 or More Years	11	\$243.48	\$316.46	\$395.00	\$323.37	\$310.06	\$300.52
Detroit, MI	Fewer Than 21 Years	61	\$233.74	\$325.00	\$377.07	\$325.23	\$306.59	\$305.26
	21 or More Years	98	\$290.00	\$375.50	\$440.00	\$374.92	\$351.32	\$343.40
Fresno, CA	Fewer Than 21 Years	10	\$200.00	\$282.48	\$295.00	\$258.97	\$233.63	n/a
	21 or More Years	9	\$295.00	\$375.00	\$450.00	\$366.11	\$335.55	\$318.13
Greensboro, NC	Fewer Than 21 Years	n/a	n/a	n/a	n/a	n/a	\$364.17	\$309.54
	21 or More Years	15	\$250.00	\$345.00	\$400.00	\$316.92	\$341.58	\$327.90
Greenville, SC	Fewer Than 21 Years	19	\$260.00	\$355.00	\$410.00	\$337.08	\$321.78	\$309.14
	21 or More Years	24	\$332.50	\$402.33	\$466.37	\$406.33	\$378.35	\$374.78
Hartford, CT	Fewer Than 21 Years	26	\$295.60	\$333.32	\$415.00	\$346.11	\$345.08	\$361.67
	21 or More Years	72	\$312.12	\$418.15	\$500.00	\$424.40	\$420.82	\$406.93
Honolulu, HI	Fewer Than 21 Years	11	\$225.00	\$267.89	\$320.00	\$275.97	\$266.62	\$280.88
	21 or More Years	35	\$275.00	\$320.00	\$400.00	\$335.27	\$343.91	\$308.79
Houston, TX	Fewer Than 21 Years	103	\$350.00	\$550.00	\$725.00	\$567.97	\$536.59	\$502.03
	21 or More Years	134	\$350.00	\$602.50	\$810.97	\$617.22	\$588.14	\$597.14
Indianapolis, IN	Fewer Than 21 Years	79	\$264.00	\$370.00	\$460.00	\$360.38	\$348.94	\$333.37
	21 or More Years	91	\$300.00	\$440.00	\$510.00	\$414.31	\$409.83	\$383.30
Jackson, MS	Fewer Than 21 Years	31	\$234.88	\$275.00	\$340.76	\$279.39	\$267.80	\$275.25
	21 or More Years	38	\$250.00	\$326.75	\$450.00	\$346.37	\$325.75	\$328.37
Jacksonville, FL	Fewer Than 21 Years	18	\$227.48	\$325.00	\$390.00	\$316.92	\$317.72	\$301.18
	21 or More Years	24	\$295.00	\$350.00	\$449.40	\$368.88	\$395.07	\$362.59
Kansas City, MO	Fewer Than 21 Years	80	\$295.66	\$343.50	\$410.00	\$352.42	\$352.91	\$324.34
	21 or More Years	91	\$350.00	\$426.49	\$500.00	\$426.12	\$422.10	\$391.63
Knoxville, TN	Fewer Than 21 Years	8	\$192.25	\$246.62	\$293.43	\$240.57	\$242.59	\$245.51
	21 or More Years	12	\$195.00	\$230.00	\$352.50	\$281.02	\$266.86	\$252.76
Las Vegas, NV	Fewer Than 21 Years	33	\$250.00	\$355.00	\$389.52	\$347.12	\$306.00	\$314.71
	21 or More Years	31	\$225.00	\$422.99	\$605.68	\$421.17	\$378.47	\$427.60
Lexington, KY	Fewer Than 21 Years	13	\$290.00	\$300.00	\$365.00	\$321.31	\$332.04	\$313.27
	21 or More Years	10	\$295.00	\$340.00	\$375.00	\$318.33	\$335.79	\$331.29

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Partners

City	Years of Experience	n				Trend Analysis (Mean)		
			First Quartile	Median	Third Quartile	2016	2015	2014
Little Rock, AR	Fewer Than 21 Years	17	\$215.00	\$225.00	\$240.00	\$231.05	\$233.89	\$236.72
	21 or More Years	19	\$225.00	\$300.00	\$325.19	\$306.24	\$315.52	\$300.87
Los Angeles, CA	Fewer Than 21 Years	341	\$416.50	\$563.00	\$802.50	\$606.12	\$583.96	\$535.96
	21 or More Years	521	\$463.25	\$656.02	\$926.00	\$689.91	\$670.19	\$617.48
Louisville, KY	Fewer Than 21 Years	21	\$265.00	\$310.00	\$335.00	\$301.67	\$286.75	\$276.53
	21 or More Years	36	\$262.28	\$382.79	\$434.37	\$352.56	\$359.73	\$341.76
Madison, WI	Fewer Than 21 Years	12	\$355.78	\$406.42	\$548.03	\$453.12	\$418.80	\$341.71
	21 or More Years	14	\$325.00	\$375.00	\$440.00	\$406.80	\$411.24	\$347.96
Memphis, TN	Fewer Than 21 Years	21	\$265.00	\$295.00	\$330.00	\$288.06	\$256.57	\$254.61
	21 or More Years	36	\$328.98	\$375.00	\$417.56	\$366.27	\$335.39	\$335.75
Miami, FL	Fewer Than 21 Years	113	\$265.00	\$350.00	\$469.51	\$380.88	\$363.47	\$355.04
	21 or More Years	184	\$321.00	\$452.50	\$600.00	\$468.15	\$456.31	\$444.44
Milwaukee, WI	Fewer Than 21 Years	56	\$251.70	\$345.00	\$409.00	\$360.09	\$364.34	\$356.31
	21 or More Years	82	\$295.00	\$387.46	\$499.00	\$411.09	\$405.62	\$389.41
Minneapolis, MN	Fewer Than 21 Years	101	\$285.65	\$389.93	\$490.00	\$393.97	\$390.18	\$363.87
	21 or More Years	114	\$305.00	\$465.00	\$590.00	\$459.18	\$466.65	\$447.34
Nashville, TN	Fewer Than 21 Years	47	\$283.50	\$345.00	\$405.00	\$344.88	\$332.94	\$325.08
	21 or More Years	64	\$312.50	\$407.50	\$472.50	\$399.04	\$381.42	\$370.45
New Haven, CT	Fewer Than 21 Years	n/a	n/a	n/a	n/a	n/a	\$365.25	\$340.59
	21 or More Years	13	\$350.00	\$395.38	\$450.00	\$397.52	\$385.07	\$384.42
New Orleans, LA	Fewer Than 21 Years	34	\$195.00	\$225.00	\$287.29	\$250.95	\$271.47	\$255.20
	21 or More Years	68	\$217.50	\$288.75	\$348.30	\$296.68	\$304.66	\$292.60
New York, NY	Fewer Than 21 Years	984	\$587.96	\$795.00	\$992.41	\$784.02	\$766.19	\$717.19
	21 or More Years	1,711	\$550.00	\$829.00	\$1,090.00	\$817.78	\$796.46	\$747.87
Oklahoma City, OK	Fewer Than 21 Years	15	\$225.00	\$265.00	\$294.27	\$262.36	\$251.85	\$248.46
	21 or More Years	29	\$200.00	\$310.00	\$365.00	\$301.16	\$295.03	\$280.98
Omaha, NE	Fewer Than 21 Years	22	\$220.50	\$269.90	\$339.14	\$278.07	\$279.80	\$252.83
	21 or More Years	21	\$235.00	\$296.36	\$379.35	\$300.59	\$313.16	\$270.53
Orlando, FL	Fewer Than 21 Years	36	\$266.94	\$360.89	\$408.44	\$361.52	\$307.18	\$308.43
	21 or More Years	47	\$320.00	\$454.76	\$550.00	\$459.25	\$432.38	\$376.10
Philadelphia, PA	Fewer Than 21 Years	284	\$354.34	\$493.13	\$606.84	\$493.46	\$469.28	\$466.45
	21 or More Years	460	\$412.50	\$561.18	\$717.93	\$564.41	\$538.20	\$517.63
Phoenix, AZ	Fewer Than 21 Years	70	\$300.00	\$325.00	\$405.00	\$342.97	\$353.32	\$335.54
	21 or More Years	90	\$300.00	\$395.00	\$484.05	\$400.22	\$389.44	\$372.67
Pittsburgh, PA	Fewer Than 21 Years	66	\$250.00	\$409.50	\$520.00	\$410.27	\$411.40	\$407.46
	21 or More Years	111	\$335.00	\$415.00	\$575.00	\$452.39	\$479.34	\$466.17

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Partners					Trend Analysis (Mean)			
City	Years of Experience	n	First Quartile	Median	Third Quartile	2016	2015	2014
Portland, ME	Fewer Than 21 Years	13	\$205.00	\$290.00	\$360.00	\$283.46	\$279.62	\$272.87
	21 or More Years	31	\$206.82	\$376.63	\$452.62	\$372.17	\$320.96	\$296.01
Portland, OR	Fewer Than 21 Years	63	\$300.00	\$363.21	\$400.00	\$361.63	\$350.82	\$344.88
	21 or More Years	69	\$365.00	\$424.90	\$490.00	\$424.33	\$415.94	\$419.00
Providence, RI	Fewer Than 21 Years	n/a	n/a	n/a	n/a	n/a	\$240.54	n/a
	21 or More Years	15	\$250.00	\$335.00	\$605.00	\$395.58	\$331.66	\$313.60
Raleigh, NC	Fewer Than 21 Years	29	\$285.00	\$330.00	\$354.79	\$343.14	\$328.33	\$302.97
	21 or More Years	24	\$303.90	\$404.67	\$468.75	\$396.05	\$394.88	\$394.16
Richmond, VA	Fewer Than 21 Years	64	\$300.00	\$417.50	\$607.50	\$457.35	\$422.03	\$390.97
	21 or More Years	73	\$314.99	\$450.00	\$688.13	\$499.30	\$472.51	\$478.26
Rochester, NY	Fewer Than 21 Years	11	\$265.00	\$361.13	\$375.00	\$343.28	\$348.26	\$336.34
	21 or More Years	20	\$248.80	\$277.93	\$372.12	\$306.51	\$349.57	\$343.94
Sacramento, CA	Fewer Than 21 Years	14	\$345.06	\$405.23	\$553.65	\$441.18	\$471.91	\$362.76
	21 or More Years	27	\$350.00	\$430.00	\$610.00	\$490.73	\$475.32	\$418.90
Salt Lake City, UT	Fewer Than 21 Years	45	\$270.00	\$298.74	\$395.00	\$330.94	\$312.48	\$291.86
	21 or More Years	39	\$316.00	\$370.00	\$480.00	\$387.58	\$362.13	\$349.65
San Antonio, TX	Fewer Than 21 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$303.98
	21 or More Years	10	\$250.00	\$325.00	\$440.00	\$364.96	\$306.71	\$368.81
San Diego, CA	Fewer Than 21 Years	69	\$325.00	\$485.00	\$695.31	\$513.57	\$522.21	\$503.79
	21 or More Years	73	\$315.00	\$395.00	\$762.53	\$520.88	\$494.69	\$493.13
San Francisco, CA	Fewer Than 21 Years	192	\$342.00	\$545.00	\$712.00	\$554.51	\$587.26	\$555.20
	21 or More Years	287	\$400.00	\$650.00	\$800.00	\$626.38	\$622.94	\$591.43
San Jose, CA	Fewer Than 21 Years	63	\$537.88	\$769.47	\$835.08	\$743.01	\$719.59	\$659.00
	21 or More Years	84	\$613.00	\$821.88	\$962.15	\$801.80	\$823.55	\$736.44
San Juan, PR	Fewer Than 21 Years	11	\$165.00	\$189.14	\$194.71	\$192.71	\$178.31	\$184.03
	21 or More Years	9	\$249.02	\$250.00	\$309.89	\$266.10	\$289.35	\$285.15
Seattle, WA	Fewer Than 21 Years	109	\$319.82	\$383.00	\$453.37	\$393.61	\$398.21	\$372.06
	21 or More Years	171	\$400.00	\$470.92	\$538.44	\$469.21	\$465.92	\$448.98
St. Louis, MO	Fewer Than 21 Years	87	\$250.00	\$328.00	\$400.00	\$325.10	\$330.54	\$336.30
	21 or More Years	118	\$288.00	\$395.15	\$475.00	\$385.62	\$392.54	\$387.10
Syracuse, NY	Fewer Than 21 Years	16	\$187.50	\$220.00	\$275.00	\$231.79	\$244.59	\$233.24
	21 or More Years	24	\$240.00	\$315.43	\$366.01	\$303.68	\$293.52	\$295.09
Tallahassee, FL	Fewer Than 21 Years	7	\$225.00	\$390.00	\$485.00	\$367.71	\$340.71	\$312.80
	21 or More Years	13	\$420.00	\$465.00	\$577.13	\$510.10	\$528.96	\$451.07
Tampa, FL	Fewer Than 21 Years	43	\$275.00	\$335.00	\$405.00	\$328.92	\$327.52	\$327.88
	21 or More Years	68	\$295.00	\$396.47	\$492.50	\$406.11	\$415.82	\$386.46

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Partners

City	Years of Experience	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
Trenton, NJ	Fewer Than 21 Years	15	\$400.00	\$525.00	\$589.72	\$483.47	\$454.85	\$417.94
	21 or More Years	35	\$400.00	\$500.00	\$595.00	\$498.96	\$498.75	\$471.66
Tulsa, OK	Fewer Than 21 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	21 or More Years	12	\$259.50	\$322.50	\$345.00	\$303.01	\$289.30	\$286.06
Virginia Beach, VA	Fewer Than 21 Years	8	\$224.10	\$262.50	\$360.00	\$285.02	n/a	n/a
	21 or More Years	11	\$411.00	\$486.00	\$590.29	\$494.86	\$436.70	\$413.35
Washington, DC	Fewer Than 21 Years	717	\$567.27	\$689.04	\$786.59	\$690.33	\$664.46	\$630.89
	21 or More Years	1,111	\$634.21	\$764.39	\$890.88	\$775.70	\$747.53	\$711.40

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Associates

City	Years of Experience	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
Albany, NY	Fewer Than 3 Years	7	\$155.00	\$175.00	\$204.72	\$175.60	n/a	\$178.33
	3 to Fewer Than 7 Years	9	\$175.00	\$190.00	\$237.61	\$206.40	\$212.20	\$239.25
	7 and More Years	21	\$213.58	\$235.00	\$278.20	\$254.98	\$251.18	\$244.73
Atlanta, GA	Fewer Than 3 Years	38	\$210.00	\$297.83	\$375.00	\$306.27	\$295.02	\$280.94
	3 to Fewer Than 7 Years	102	\$225.00	\$351.38	\$425.00	\$343.96	\$336.38	\$331.53
	7 and More Years	121	\$237.27	\$355.00	\$479.55	\$368.55	\$369.28	\$351.63
Austin, TX	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$250.66	\$243.16
	3 to Fewer Than 7 Years	16	\$244.80	\$249.23	\$365.66	\$313.38	\$317.16	\$324.63
	7 and More Years	38	\$250.00	\$332.48	\$410.00	\$357.38	\$349.62	\$357.97
Baltimore, MD	Fewer Than 3 Years	33	\$310.00	\$381.28	\$404.60	\$365.67	\$320.46	\$289.95
	3 to Fewer Than 7 Years	55	\$275.00	\$345.00	\$425.00	\$369.99	\$329.71	\$296.66
	7 and More Years	43	\$235.00	\$275.04	\$391.00	\$328.31	\$297.32	\$307.21
Birmingham, AL	Fewer Than 3 Years	10	\$205.00	\$214.66	\$229.50	\$223.38	\$204.03	\$193.69
	3 to Fewer Than 7 Years	23	\$200.00	\$210.00	\$236.49	\$212.54	\$211.38	\$214.82
	7 and More Years	20	\$194.00	\$240.00	\$285.03	\$237.37	\$249.39	\$228.89
Boston, MA	Fewer Than 3 Years	37	\$325.00	\$365.00	\$482.01	\$412.26	\$428.77	\$410.06
	3 to Fewer Than 7 Years	121	\$350.00	\$533.74	\$680.85	\$509.28	\$488.50	\$468.13
	7 and More Years	119	\$273.70	\$433.94	\$625.00	\$451.78	\$458.26	\$405.72
Buffalo, NY	Fewer Than 3 Years	11	\$180.00	\$195.00	\$207.00	\$204.36	\$205.15	\$186.92
	3 to Fewer Than 7 Years	16	\$187.50	\$218.71	\$235.00	\$210.43	\$186.43	\$199.03
	7 and More Years	20	\$152.77	\$227.59	\$235.00	\$203.14	\$198.22	\$220.95
Charleston, WV	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$175.30
	3 to Fewer Than 7 Years	8	\$160.00	\$192.03	\$200.00	\$178.63	\$178.23	\$173.28
	7 and More Years	11	\$175.00	\$185.00	\$230.00	\$196.31	\$203.18	\$208.96
Charlotte, NC	Fewer Than 3 Years	18	\$200.00	\$258.14	\$307.80	\$271.66	\$295.86	\$258.30
	3 to Fewer Than 7 Years	41	\$230.00	\$300.00	\$423.00	\$339.30	\$334.35	\$325.26
	7 and More Years	45	\$280.00	\$361.41	\$432.13	\$382.58	\$368.41	\$363.26
Chicago, IL	Fewer Than 3 Years	124	\$301.39	\$371.19	\$488.00	\$395.87	\$387.17	\$344.49
	3 to Fewer Than 7 Years	296	\$295.00	\$444.82	\$595.09	\$454.28	\$431.09	\$422.97
	7 and More Years	339	\$290.00	\$445.00	\$600.00	\$461.83	\$444.43	\$412.93
Cincinnati, OH	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$199.33
	3 to Fewer Than 7 Years	17	\$175.00	\$241.62	\$275.00	\$233.78	\$237.29	\$228.41
	7 and More Years	17	\$255.00	\$280.11	\$290.00	\$281.16	\$275.54	\$269.08
Cleveland, OH	Fewer Than 3 Years	47	\$204.98	\$235.41	\$290.00	\$247.06	\$253.04	\$253.86
	3 to Fewer Than 7 Years	58	\$216.00	\$268.61	\$326.25	\$274.73	\$266.44	\$259.15
	7 and More Years	75	\$235.00	\$288.72	\$346.00	\$307.69	\$288.56	\$285.39

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Associates

City	Years of Experience	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
Columbia, SC	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$227.87	\$211.17
	3 to Fewer Than 7 Years	14	\$185.00	\$224.64	\$250.00	\$223.10	\$215.82	\$202.66
	7 and More Years	7	\$225.00	\$265.00	\$288.05	\$265.47	\$213.86	\$210.45
Columbus, OH	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$229.90	\$217.88
	3 to Fewer Than 7 Years	14	\$228.46	\$240.50	\$257.91	\$247.08	\$246.39	\$251.01
	7 and More Years	23	\$249.91	\$280.00	\$345.00	\$303.63	\$279.38	\$255.25
Dallas, TX	Fewer Than 3 Years	26	\$257.59	\$345.00	\$410.00	\$329.37	\$368.56	\$349.72
	3 to Fewer Than 7 Years	101	\$275.00	\$435.30	\$553.34	\$425.85	\$420.85	\$381.91
	7 and More Years	83	\$332.85	\$480.00	\$575.00	\$484.19	\$438.12	\$390.86
Denver, CO	Fewer Than 3 Years	9	\$225.00	\$240.00	\$270.00	\$259.41	\$235.80	\$243.50
	3 to Fewer Than 7 Years	36	\$230.13	\$277.50	\$327.50	\$290.12	\$293.58	\$288.61
	7 and More Years	71	\$240.00	\$275.00	\$341.00	\$302.82	\$322.60	\$312.18
Detroit, MI	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$215.39	\$212.06
	3 to Fewer Than 7 Years	15	\$180.00	\$220.00	\$245.00	\$226.33	\$220.43	\$222.53
	7 and More Years	49	\$192.50	\$230.42	\$325.00	\$277.73	\$260.90	\$246.07
Greenville, SC	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	7	\$150.00	\$165.00	\$295.00	\$220.00	\$217.65	\$227.03
	7 and More Years	9	\$230.00	\$290.00	\$330.63	\$271.87	\$230.78	\$219.84
Hartford, CT	Fewer Than 3 Years	8	\$226.66	\$232.50	\$237.63	\$241.32	\$238.42	\$232.24
	3 to Fewer Than 7 Years	14	\$205.00	\$244.82	\$275.00	\$252.25	\$245.46	\$282.86
	7 and More Years	22	\$242.86	\$265.00	\$288.00	\$286.31	\$270.86	\$252.74
Houston, TX	Fewer Than 3 Years	15	\$198.76	\$280.00	\$350.56	\$283.43	\$295.76	\$265.21
	3 to Fewer Than 7 Years	64	\$250.00	\$337.50	\$512.50	\$406.32	\$417.22	\$392.95
	7 and More Years	77	\$276.68	\$377.14	\$550.00	\$428.67	\$425.65	\$378.32
Indianapolis, IN	Fewer Than 3 Years	11	\$190.00	\$210.00	\$240.00	\$207.39	\$195.52	\$183.82
	3 to Fewer Than 7 Years	27	\$166.70	\$200.00	\$295.00	\$231.56	\$231.86	\$245.95
	7 and More Years	31	\$185.00	\$231.11	\$310.00	\$253.32	\$269.60	\$254.62
Jackson, MS	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$181.22	\$185.11
	3 to Fewer Than 7 Years	19	\$175.00	\$190.00	\$220.91	\$198.18	\$185.15	\$196.40
	7 and More Years	12	\$162.50	\$195.83	\$230.00	\$198.80	\$215.30	\$210.27
Jacksonville, FL	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$199.25	n/a
	3 to Fewer Than 7 Years	n/a	n/a	n/a	n/a	n/a	\$239.06	\$223.39
	7 and More Years	15	\$175.00	\$225.00	\$347.00	\$244.75	\$246.82	\$269.88
Kansas City, MO	Fewer Than 3 Years	20	\$212.50	\$217.80	\$239.38	\$225.65	\$234.36	\$226.74
	3 to Fewer Than 7 Years	30	\$225.00	\$252.50	\$289.08	\$260.75	\$272.90	\$254.78
	7 and More Years	32	\$272.23	\$291.00	\$342.85	\$313.52	\$299.69	\$284.75

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Associates

City	Years of Experience	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
Las Vegas, NV	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$226.90
	3 to Fewer Than 7 Years	14	\$210.00	\$255.00	\$305.00	\$261.03	\$242.43	\$242.35
	7 and More Years	20	\$181.33	\$270.97	\$311.68	\$265.94	\$248.53	\$235.51
Los Angeles, CA	Fewer Than 3 Years	89	\$320.00	\$400.00	\$510.00	\$400.20	\$388.00	\$394.38
	3 to Fewer Than 7 Years	254	\$350.00	\$513.53	\$695.00	\$533.01	\$524.18	\$484.89
	7 and More Years	299	\$275.00	\$450.45	\$664.91	\$485.01	\$466.53	\$427.97
Louisville, KY	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$173.91
	3 to Fewer Than 7 Years	8	\$177.50	\$189.50	\$210.00	\$194.25	\$186.26	\$185.38
	7 and More Years	8	\$185.00	\$210.00	\$230.00	\$210.36	\$209.95	\$204.73
Madison, WI	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	10	\$280.00	\$290.50	\$330.00	\$321.71	\$274.09	\$239.35
	7 and More Years	8	\$261.89	\$407.75	\$548.11	\$402.56	n/a	\$295.10
Memphis, TN	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$192.12
	3 to Fewer Than 7 Years	12	\$186.10	\$208.92	\$242.50	\$212.74	\$214.30	\$200.37
	7 and More Years	11	\$207.00	\$265.00	\$285.00	\$250.11	\$223.89	\$222.14
Miami, FL	Fewer Than 3 Years	14	\$187.83	\$262.50	\$341.64	\$263.77	\$245.02	\$221.63
	3 to Fewer Than 7 Years	47	\$185.00	\$248.49	\$346.28	\$263.28	\$264.04	\$260.98
	7 and More Years	82	\$185.00	\$284.84	\$427.50	\$314.58	\$284.02	\$279.66
Milwaukee, WI	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$233.06	\$207.49
	3 to Fewer Than 7 Years	40	\$202.50	\$249.00	\$280.96	\$248.23	\$238.78	\$244.61
	7 and More Years	34	\$250.00	\$285.00	\$316.64	\$289.72	\$283.29	\$278.28
Minneapolis, MN	Fewer Than 3 Years	16	\$200.00	\$265.00	\$307.50	\$262.81	\$251.27	\$246.55
	3 to Fewer Than 7 Years	31	\$216.56	\$280.00	\$325.83	\$285.32	\$275.73	\$270.86
	7 and More Years	46	\$240.00	\$302.50	\$375.00	\$314.45	\$317.08	\$298.86
Nashville, TN	Fewer Than 3 Years	13	\$200.00	\$215.00	\$215.00	\$209.69	\$196.33	\$184.69
	3 to Fewer Than 7 Years	21	\$215.00	\$229.50	\$274.50	\$241.45	\$226.99	\$214.88
	7 and More Years	27	\$210.00	\$270.00	\$300.00	\$262.81	\$245.86	\$237.90
New Orleans, LA	Fewer Than 3 Years	10	\$159.44	\$225.75	\$225.75	\$198.99	\$178.04	\$191.17
	3 to Fewer Than 7 Years	27	\$160.00	\$200.00	\$225.75	\$197.36	\$197.69	\$213.15
	7 and More Years	33	\$150.00	\$174.97	\$225.00	\$183.62	\$215.98	\$233.68
New York, NY	Fewer Than 3 Years	286	\$328.00	\$460.50	\$613.71	\$471.94	\$450.27	\$417.96
	3 to Fewer Than 7 Years	807	\$428.00	\$621.09	\$750.00	\$594.49	\$579.22	\$542.04
	7 and More Years	911	\$376.29	\$595.00	\$765.00	\$578.34	\$566.94	\$532.60
Oklahoma City, OK	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$194.42	\$171.03
	3 to Fewer Than 7 Years	10	\$171.00	\$185.00	\$215.00	\$198.29	\$191.53	\$187.84
	7 and More Years	n/a	n/a	n/a	n/a	n/a	\$205.94	\$190.97

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Associates

City	Years of Experience	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
Omaha, NE	Fewer Than 3 Years	10	\$149.00	\$158.92	\$190.00	\$162.78	n/a	\$180.71
	3 to Fewer Than 7 Years	13	\$158.00	\$176.00	\$200.00	\$182.91	\$194.08	\$192.09
	7 and More Years	7	\$180.00	\$228.00	\$270.00	\$233.57	n/a	\$209.84
Orlando, FL	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$215.22	\$211.44
	3 to Fewer Than 7 Years	13	\$219.89	\$255.00	\$295.00	\$275.09	\$261.06	\$244.50
	7 and More Years	19	\$185.12	\$265.26	\$326.93	\$272.41	\$259.38	\$224.53
Philadelphia, PA	Fewer Than 3 Years	140	\$285.39	\$312.69	\$354.59	\$317.57	\$312.57	\$299.16
	3 to Fewer Than 7 Years	235	\$268.35	\$350.00	\$425.00	\$363.07	\$340.04	\$321.53
	7 and More Years	303	\$265.00	\$350.51	\$445.00	\$363.39	\$361.03	\$340.12
Phoenix, AZ	Fewer Than 3 Years	13	\$180.00	\$222.60	\$250.00	\$220.23	\$207.57	\$191.31
	3 to Fewer Than 7 Years	32	\$222.80	\$255.41	\$288.05	\$260.61	\$243.79	\$245.95
	7 and More Years	36	\$232.50	\$293.75	\$317.50	\$299.38	\$251.37	\$222.81
Pittsburgh, PA	Fewer Than 3 Years	35	\$210.00	\$289.63	\$325.00	\$278.53	\$273.82	\$252.74
	3 to Fewer Than 7 Years	53	\$249.60	\$300.00	\$385.00	\$307.55	\$301.91	\$271.04
	7 and More Years	70	\$217.90	\$325.00	\$425.00	\$328.78	\$312.13	\$302.67
Portland, ME	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	10	\$180.00	\$222.16	\$252.02	\$219.63	\$192.78	\$218.77
	7 and More Years	9	\$185.00	\$188.97	\$252.95	\$216.11	\$218.42	\$208.56
Portland, OR	Fewer Than 3 Years	29	\$196.00	\$235.96	\$261.00	\$233.85	\$229.48	\$220.34
	3 to Fewer Than 7 Years	60	\$242.00	\$272.12	\$300.00	\$271.21	\$272.67	\$271.03
	7 and More Years	55	\$272.42	\$317.38	\$348.37	\$309.09	\$293.65	\$285.87
Raleigh, NC	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	9	\$200.00	\$245.00	\$275.00	\$234.74	\$265.99	\$218.35
	7 and More Years	13	\$200.00	\$285.00	\$335.00	\$273.20	\$265.87	\$271.04
Richmond, VA	Fewer Than 3 Years	7	\$185.00	\$187.00	\$292.50	\$234.92	\$252.31	\$255.06
	3 to Fewer Than 7 Years	26	\$195.00	\$229.38	\$342.00	\$269.51	\$266.37	\$264.36
	7 and More Years	29	\$226.00	\$369.00	\$468.95	\$366.79	\$380.35	\$327.44
Rochester, NY	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$224.37
	7 and More Years	15	\$250.00	\$257.60	\$285.00	\$258.53	\$255.36	\$253.79
Sacramento, CA	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$223.89
	3 to Fewer Than 7 Years	9	\$240.00	\$258.45	\$280.55	\$265.11	\$281.78	\$278.70
	7 and More Years	12	\$265.00	\$344.48	\$467.50	\$373.95	\$368.42	\$299.96
Salt Lake City, UT	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$185.35
	3 to Fewer Than 7 Years	13	\$200.00	\$250.00	\$264.00	\$237.20	\$225.59	\$210.56
	7 and More Years	10	\$210.00	\$267.50	\$280.00	\$252.03	\$251.28	\$311.08

Section I: High-Level Data Cuts

Cities

By Years of Experience

2016—Real Rates for Associates

City	Years of Experience	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
San Diego, CA	Fewer Than 3 Years	7	\$188.04	\$215.00	\$324.36	\$262.70	\$212.51	\$243.96
	3 to Fewer Than 7 Years	21	\$225.00	\$285.00	\$440.00	\$324.59	\$356.61	\$363.13
	7 and More Years	52	\$248.04	\$307.70	\$446.56	\$385.00	\$344.66	\$323.07
San Francisco, CA	Fewer Than 3 Years	32	\$257.50	\$330.00	\$435.78	\$341.27	\$353.10	\$349.07
	3 to Fewer Than 7 Years	88	\$278.44	\$403.75	\$508.51	\$414.45	\$438.92	\$417.09
	7 and More Years	136	\$280.00	\$389.47	\$543.75	\$422.22	\$422.24	\$424.90
San Jose, CA	Fewer Than 3 Years	7	\$275.00	\$308.11	\$356.00	\$330.37	\$313.86	\$355.82
	3 to Fewer Than 7 Years	25	\$340.00	\$398.25	\$582.40	\$450.54	\$478.46	\$480.25
	7 and More Years	44	\$417.26	\$553.16	\$670.00	\$563.40	\$541.53	\$523.94
Seattle, WA	Fewer Than 3 Years	25	\$211.00	\$231.32	\$274.03	\$251.69	\$231.63	\$215.36
	3 to Fewer Than 7 Years	36	\$252.50	\$286.50	\$315.00	\$291.11	\$292.11	\$279.66
	7 and More Years	59	\$272.86	\$315.00	\$380.37	\$334.65	\$346.48	\$310.53
St. Louis, MO	Fewer Than 3 Years	9	\$165.00	\$192.14	\$235.00	\$196.15	\$207.58	\$211.55
	3 to Fewer Than 7 Years	31	\$180.00	\$225.00	\$261.00	\$229.03	\$231.36	\$225.85
	7 and More Years	53	\$185.00	\$220.25	\$279.85	\$235.02	\$238.45	\$238.73
Tampa, FL	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$207.02
	3 to Fewer Than 7 Years	15	\$175.00	\$239.75	\$265.00	\$229.22	\$246.26	\$234.78
	7 and More Years	25	\$210.00	\$244.79	\$317.70	\$268.02	\$245.77	\$261.03
Trenton, NJ	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	n/a	n/a	n/a	n/a	n/a	\$340.36	\$287.31
	7 and More Years	14	\$344.12	\$411.12	\$458.65	\$383.77	\$358.82	\$333.01
Washington, DC	Fewer Than 3 Years	200	\$319.38	\$395.00	\$465.00	\$393.66	\$365.45	\$358.82
	3 to Fewer Than 7 Years	405	\$395.97	\$477.32	\$570.00	\$485.75	\$479.08	\$459.85
	7 and More Years	405	\$430.00	\$539.50	\$660.00	\$549.90	\$505.18	\$492.35

Section I: High-Level Data Cuts

Firm Size

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	2,239	\$200.95	\$259.60	\$350.00	\$296.63	\$294.26	\$288.81
		Associate	1,962	\$165.99	\$200.00	\$250.00	\$218.62	\$212.29	\$207.03
	Non-Litigation	Partner	2,052	\$250.00	\$318.73	\$412.02	\$348.34	\$347.07	\$332.72
		Associate	1,562	\$190.00	\$240.00	\$300.00	\$262.19	\$256.11	\$250.65
51-200 Lawyers	Litigation	Partner	1,981	\$250.00	\$330.00	\$450.00	\$380.49	\$376.41	\$368.44
		Associate	1,659	\$180.00	\$224.00	\$285.00	\$250.42	\$247.34	\$236.79
	Non-Litigation	Partner	2,030	\$320.00	\$400.74	\$540.00	\$450.48	\$432.78	\$417.88
		Associate	1,465	\$216.00	\$260.00	\$335.00	\$291.73	\$287.97	\$275.23
201-500 Lawyers	Litigation	Partner	1,915	\$350.00	\$465.00	\$652.90	\$502.63	\$481.08	\$460.17
		Associate	1,561	\$250.00	\$310.00	\$414.00	\$347.47	\$319.31	\$305.82
	Non-Litigation	Partner	2,336	\$401.38	\$510.00	\$675.41	\$561.59	\$552.45	\$528.29
		Associate	1,870	\$270.00	\$340.00	\$460.00	\$381.62	\$370.16	\$356.08
501-1,000 Lawyers	Litigation	Partner	1,909	\$470.00	\$625.00	\$811.75	\$652.98	\$626.88	\$600.94
		Associate	2,241	\$300.00	\$410.00	\$538.20	\$433.19	\$411.58	\$399.30
	Non-Litigation	Partner	3,071	\$542.47	\$735.00	\$956.94	\$767.86	\$742.81	\$704.48
		Associate	4,205	\$346.00	\$470.00	\$630.00	\$493.60	\$491.85	\$466.86
More Than 1,000 Lawyers	Litigation	Partner	1,483	\$610.00	\$750.00	\$895.00	\$764.91	\$745.22	\$714.86
		Associate	1,886	\$364.00	\$455.10	\$580.74	\$473.24	\$463.34	\$444.15
	Non-Litigation	Partner	3,058	\$668.73	\$825.00	\$995.00	\$841.97	\$808.56	\$758.44
		Associate	3,867	\$390.00	\$500.84	\$661.52	\$533.28	\$519.55	\$493.88

Section II

Industry Analysis



2017 Real Rate Report Snapshot

Section II: Industry Analysis

Industry Groups

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Industry Group	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Basic Materials and Utilities	Partner	631	\$285.00	\$435.00	\$660.00	\$512.61	\$511.68	\$489.89
	Associate	550	\$200.00	\$285.00	\$440.00	\$344.98	\$321.05	\$305.76
	Paralegal	372	\$100.00	\$150.00	\$225.00	\$176.15	\$165.28	\$158.30
Consumer Goods	Partner	1,148	\$300.00	\$395.00	\$595.03	\$472.81	\$475.04	\$472.16
	Associate	1,066	\$210.00	\$263.60	\$382.98	\$324.31	\$316.07	\$299.86
	Paralegal	692	\$105.00	\$135.00	\$180.00	\$153.85	\$152.03	\$151.02
Consumer Services	Partner	3,048	\$350.00	\$500.00	\$691.60	\$549.80	\$527.33	\$516.98
	Associate	2,937	\$250.00	\$343.31	\$482.90	\$382.44	\$362.94	\$357.76
	Paralegal	1,502	\$119.64	\$185.00	\$246.50	\$191.50	\$183.62	\$179.09
Financials (Excluding Insurance)	Partner	5,542	\$445.00	\$695.00	\$925.00	\$710.73	\$693.52	\$650.67
	Associate	5,985	\$324.66	\$470.00	\$625.00	\$490.67	\$481.15	\$456.41
	Paralegal	2,686	\$156.44	\$215.00	\$280.00	\$223.30	\$220.42	\$217.62
Health Care	Partner	2,001	\$380.00	\$585.00	\$780.00	\$592.99	\$540.35	\$510.54
	Associate	2,137	\$250.00	\$381.65	\$502.50	\$396.96	\$366.28	\$347.09
	Paralegal	1,309	\$118.83	\$195.00	\$250.00	\$190.80	\$180.09	\$169.33
Industrials	Partner	3,954	\$328.00	\$493.03	\$735.00	\$550.99	\$558.77	\$513.67
	Associate	3,947	\$237.74	\$345.00	\$510.00	\$393.62	\$393.16	\$355.28
	Paralegal	2,118	\$100.00	\$152.36	\$220.00	\$171.33	\$173.10	\$159.99
Insurance	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Professional Services	Partner	325	\$495.00	\$645.00	\$790.52	\$667.08	\$658.36	\$667.04
	Associate	393	\$313.47	\$394.31	\$497.44	\$419.45	\$431.68	\$424.43
	Paralegal	106	\$164.98	\$209.25	\$270.00	\$222.45	\$213.30	\$228.17
Technology and Telecom	Partner	3,004	\$431.50	\$591.07	\$766.86	\$623.59	\$608.87	\$585.43
	Associate	3,346	\$290.00	\$376.00	\$496.02	\$414.84	\$399.06	\$381.83
	Paralegal	1,335	\$150.00	\$203.00	\$250.00	\$207.49	\$198.81	\$193.66

Section II: Industry Analysis

Industry Groups

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Basic Materials and Utilities	Litigation	Partner	367	\$225.00	\$325.00	\$554.60	\$413.08	\$422.38	\$398.91
		Associate	351	\$180.00	\$225.00	\$355.00	\$285.18	\$266.59	\$247.28
	Non-Litigation	Partner	301	\$401.00	\$525.00	\$805.00	\$631.55	\$616.24	\$598.67
		Associate	216	\$277.70	\$384.00	\$565.00	\$436.54	\$416.95	\$421.57
Consumer Goods	Litigation	Partner	713	\$261.27	\$330.00	\$475.25	\$402.35	\$416.08	\$418.18
		Associate	729	\$205.00	\$235.00	\$300.00	\$288.18	\$285.14	\$277.13
	Non-Litigation	Partner	529	\$375.00	\$500.00	\$738.00	\$568.83	\$558.66	\$550.46
		Associate	400	\$265.50	\$350.00	\$467.50	\$391.62	\$374.07	\$348.53
Consumer Services	Litigation	Partner	1,658	\$300.00	\$450.00	\$625.00	\$483.39	\$462.40	\$454.12
		Associate	1,614	\$225.00	\$298.75	\$435.00	\$340.53	\$313.97	\$313.15
	Non-Litigation	Partner	1,813	\$410.00	\$549.38	\$758.83	\$605.76	\$581.20	\$575.93
		Associate	1,613	\$280.00	\$395.00	\$532.00	\$422.77	\$403.47	\$402.24
Financials (Excluding Insurance)	Litigation	Partner	1,570	\$360.00	\$575.00	\$789.54	\$591.99	\$596.30	\$571.41
		Associate	1,606	\$274.05	\$395.00	\$535.00	\$410.12	\$400.67	\$379.76
	Non-Litigation	Partner	4,415	\$475.00	\$730.73	\$975.00	\$748.42	\$727.98	\$683.84
		Associate	4,643	\$345.05	\$490.00	\$665.00	\$515.95	\$506.76	\$485.24
Health Care	Litigation	Partner	1,460	\$350.00	\$563.31	\$765.00	\$570.40	\$507.92	\$480.14
		Associate	1,578	\$225.00	\$360.00	\$490.00	\$377.51	\$345.60	\$329.96
	Non-Litigation	Partner	735	\$475.00	\$660.00	\$840.00	\$661.45	\$609.30	\$552.12
		Associate	687	\$325.60	\$445.00	\$535.00	\$444.19	\$406.65	\$374.96
Industrials	Litigation	Partner	1,876	\$250.00	\$390.00	\$605.00	\$456.41	\$434.90	\$422.40
		Associate	1,728	\$195.00	\$274.25	\$405.00	\$320.46	\$305.12	\$291.63
	Non-Litigation	Partner	2,500	\$386.21	\$560.52	\$804.53	\$621.32	\$633.16	\$570.98
		Associate	2,494	\$276.25	\$400.96	\$575.00	\$443.03	\$440.01	\$392.83
Insurance	Litigation	Partner	5,867	\$170.00	\$210.00	\$300.00	\$273.41	\$255.16	\$247.59
		Associate	5,288	\$150.00	\$175.00	\$235.00	\$213.77	\$205.53	\$196.71
	Non-Litigation	Partner	2,345	\$194.00	\$265.00	\$400.00	\$357.27	\$348.57	\$343.23
		Associate	2,039	\$160.00	\$200.00	\$295.00	\$265.47	\$260.49	\$256.83
Professional Services	Litigation	Partner	88	\$601.75	\$768.00	\$1,002.00	\$784.51	\$626.53	\$662.50
		Associate	85	\$325.00	\$469.00	\$553.00	\$449.77	\$400.85	\$413.20
	Non-Litigation	Partner	267	\$479.41	\$614.89	\$749.29	\$637.63	\$660.07	\$669.52
		Associate	330	\$308.75	\$374.79	\$473.00	\$409.99	\$435.42	\$427.02
Technology and Telecom	Litigation	Partner	1,038	\$424.00	\$580.00	\$755.00	\$606.90	\$584.59	\$566.99
		Associate	982	\$288.35	\$377.14	\$495.00	\$407.49	\$383.60	\$363.91
	Non-Litigation	Partner	2,277	\$445.00	\$599.80	\$775.00	\$635.03	\$621.74	\$596.30
		Associate	2,625	\$290.69	\$374.00	\$496.98	\$416.34	\$404.95	\$390.15

Section II: Industry Analysis

Industry Group and Division

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Division	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Basic Materials and Utilities: Basic Resources	Litigation	Partner	229	\$240.00	\$300.00	\$450.00	\$390.33	\$394.95	\$372.51
		Associate	216	\$187.00	\$225.00	\$347.50	\$281.41	\$252.93	\$229.79
	Non-Litigation	Partner	162	\$382.80	\$476.98	\$650.00	\$557.79	\$595.43	\$578.95
		Associate	117	\$246.50	\$320.00	\$512.35	\$397.75	\$424.25	\$400.92
Basic Materials and Utilities: Chemicals	Litigation	Partner	138	\$205.00	\$442.98	\$617.00	\$450.84	\$465.24	\$436.66
		Associate	135	\$175.00	\$235.00	\$358.93	\$291.22	\$289.85	\$279.41
	Non-Litigation	Partner	139	\$405.00	\$567.50	\$775.00	\$717.52	\$642.61	\$627.41
		Associate	99	\$275.00	\$360.70	\$490.00	\$482.39	\$408.55	\$444.04
Consumer Goods: Automobiles and Parts	Litigation	Partner	555	\$250.00	\$320.00	\$405.00	\$357.05	\$361.61	\$362.36
		Associate	555	\$200.00	\$230.00	\$275.00	\$253.06	\$250.98	\$247.82
	Non-Litigation	Partner	386	\$360.00	\$460.00	\$625.00	\$511.88	\$494.89	\$486.46
		Associate	280	\$250.00	\$300.00	\$407.50	\$340.51	\$325.37	\$318.94
Consumer Goods: Personal and Household Goods	Litigation	Partner	163	\$325.00	\$490.00	\$743.76	\$554.92	\$600.89	\$625.44
		Associate	176	\$220.99	\$304.15	\$550.00	\$398.38	\$399.64	\$394.95
	Non-Litigation	Partner	148	\$547.65	\$752.50	\$930.00	\$730.09	\$704.99	\$678.15
		Associate	123	\$363.78	\$451.00	\$620.00	\$515.41	\$468.11	\$407.46
Consumer Services: Media	Litigation	Partner	555	\$421.07	\$541.20	\$735.00	\$591.58	\$563.98	\$533.23
		Associate	574	\$287.00	\$407.74	\$534.71	\$426.69	\$381.24	\$360.67
	Non-Litigation	Partner	640	\$491.20	\$600.00	\$879.56	\$683.19	\$646.99	\$622.44
		Associate	681	\$320.00	\$444.00	\$740.00	\$491.82	\$467.91	\$440.72
Consumer Services: Retail	Litigation	Partner	827	\$244.32	\$320.00	\$510.00	\$392.36	\$396.41	\$398.67
		Associate	846	\$170.67	\$250.00	\$339.98	\$273.92	\$277.29	\$281.73
	Non-Litigation	Partner	921	\$357.00	\$485.00	\$650.00	\$526.04	\$529.60	\$534.42
		Associate	728	\$250.00	\$330.00	\$435.00	\$354.96	\$358.71	\$368.80
Consumer Services: Travel and Leisure	Litigation	Partner	318	\$375.00	\$500.00	\$645.00	\$530.58	\$532.09	\$519.46
		Associate	226	\$265.00	\$325.00	\$465.00	\$367.46	\$347.25	\$356.85
	Non-Litigation	Partner	284	\$505.75	\$660.00	\$893.16	\$700.85	\$705.59	\$675.88
		Associate	223	\$314.14	\$430.00	\$550.00	\$441.85	\$431.20	\$432.22
Financials (Excluding Insurance): Banks	Litigation	Partner	498	\$310.00	\$389.96	\$554.11	\$452.44	\$452.74	\$425.32
		Associate	431	\$220.26	\$275.00	\$371.00	\$314.39	\$320.91	\$307.82
	Non-Litigation	Partner	1,116	\$328.10	\$415.00	\$573.00	\$467.47	\$473.62	\$470.42
		Associate	744	\$225.00	\$285.00	\$375.49	\$321.27	\$319.95	\$318.26
Financials (Excluding Insurance): Financial Services	Litigation	Partner	927	\$540.00	\$725.00	\$875.00	\$714.37	\$717.17	\$679.96
		Associate	1,031	\$365.00	\$469.27	\$595.00	\$478.00	\$456.62	\$437.05
	Non-Litigation	Partner	3,302	\$641.36	\$840.00	\$1,050.00	\$845.68	\$808.56	\$749.96
		Associate	3,871	\$398.08	\$540.00	\$695.00	\$555.00	\$542.74	\$516.95

Section II: Industry Analysis

Industry Group and Division

By Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Division	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Financials (Excluding Insurance): Real Estate	Litigation	Partner	158	\$161.83	\$222.33	\$453.00	\$321.83	\$344.69	\$350.05
		Associate	160	\$150.00	\$175.00	\$240.00	\$227.57	\$232.76	\$226.80
	Non-Litigation	Partner	113	\$500.00	\$595.00	\$790.00	\$648.88	\$563.94	\$519.14
		Associate	90	\$263.62	\$358.75	\$495.00	\$405.12	\$346.09	\$328.75
Health Care	Litigation	Partner	1,460	\$350.00	\$563.31	\$765.00	\$570.40	\$507.92	\$480.14
		Associate	1,578	\$225.00	\$360.00	\$490.00	\$377.51	\$345.60	\$329.96
	Non-Litigation	Partner	735	\$475.00	\$660.00	\$840.00	\$661.45	\$609.30	\$552.12
		Associate	687	\$325.60	\$445.00	\$535.00	\$444.19	\$406.65	\$374.96
Industrials: Construction and Materials	Litigation	Partner	452	\$287.00	\$395.50	\$552.00	\$455.87	\$422.89	\$412.19
		Associate	419	\$210.00	\$270.04	\$395.00	\$324.67	\$289.76	\$270.72
	Non-Litigation	Partner	362	\$330.00	\$495.00	\$698.00	\$570.45	\$517.51	\$468.30
		Associate	468	\$250.00	\$392.62	\$675.00	\$463.09	\$335.12	\$300.32
Industrials: Industrial Goods and Services	Litigation	Partner	1,440	\$245.00	\$390.00	\$621.25	\$456.50	\$439.29	\$426.66
		Associate	1,323	\$192.50	\$275.00	\$405.00	\$318.92	\$309.69	\$299.03
	Non-Litigation	Partner	2,152	\$396.82	\$588.75	\$816.38	\$631.21	\$657.57	\$592.94
		Associate	2,044	\$283.00	\$405.00	\$570.00	\$438.32	\$454.52	\$408.97
Insurance	Litigation	Partner	5,867	\$170.00	\$210.00	\$300.00	\$273.41	\$255.16	\$247.59
		Associate	5,288	\$150.00	\$175.00	\$235.00	\$213.77	\$205.53	\$196.71
	Non-Litigation	Partner	2,345	\$194.00	\$265.00	\$400.00	\$357.27	\$348.57	\$343.23
		Associate	2,039	\$160.00	\$200.00	\$295.00	\$265.47	\$260.49	\$256.83
Professional Services	Litigation	Partner	88	\$601.75	\$768.00	\$1,002.00	\$784.51	\$626.53	\$662.50
		Associate	85	\$325.00	\$469.00	\$553.00	\$449.77	\$400.85	\$413.20
	Non-Litigation	Partner	267	\$479.41	\$614.89	\$749.29	\$637.63	\$660.07	\$669.52
		Associate	330	\$308.75	\$374.79	\$473.00	\$409.99	\$435.42	\$427.02
Technology and Telecom: Internet and E-Commerce	Litigation	Partner	83	\$400.00	\$595.00	\$750.00	\$615.04	\$615.49	\$601.33
		Associate	75	\$305.00	\$405.00	\$510.00	\$411.03	\$343.45	\$348.96
	Non-Litigation	Partner	282	\$550.00	\$702.50	\$860.00	\$719.77	\$707.86	\$678.78
		Associate	256	\$340.00	\$451.28	\$552.50	\$471.16	\$453.10	\$437.80
Technology and Telecom: Technology (Non-Internet)	Litigation	Partner	560	\$465.24	\$635.00	\$800.00	\$664.69	\$632.85	\$624.80
		Associate	571	\$300.00	\$398.95	\$535.00	\$431.28	\$417.69	\$398.46
	Non-Litigation	Partner	1,407	\$450.00	\$608.00	\$765.00	\$636.35	\$622.51	\$600.48
		Associate	1,736	\$293.95	\$365.00	\$486.50	\$410.42	\$412.27	\$391.93
Technology and Telecom: Telecom	Litigation	Partner	409	\$380.00	\$515.00	\$660.00	\$529.73	\$506.26	\$476.40
		Associate	351	\$268.00	\$345.00	\$447.40	\$367.71	\$352.81	\$321.97
	Non-Litigation	Partner	634	\$400.00	\$532.27	\$744.25	\$599.00	\$560.97	\$541.26
		Associate	670	\$285.00	\$361.35	\$500.00	\$412.33	\$350.49	\$356.97

Section II: Industry Analysis

Basic Materials and Utilities

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	Litigation	Partner	39	\$380.52	\$550.00	\$715.00	\$549.65	\$527.99	\$550.59
		Associate	18	\$250.00	\$290.00	\$430.00	\$346.78	\$322.49	\$333.04
	Non-Litigation	Partner	18	\$385.00	\$472.50	\$605.00	\$502.96	\$466.18	\$519.71
		Associate	9	\$210.00	\$293.00	\$345.00	\$282.61	\$297.94	\$347.27
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	30	\$482.40	\$912.50	\$1,175.00	\$827.65	\$771.60	\$825.03
		Associate	39	\$443.70	\$545.00	\$686.52	\$551.39	\$435.48	\$505.52
Corporate: Regulatory and Compliance	Litigation	Partner	16	\$445.48	\$626.50	\$774.64	\$608.71	\$610.27	\$700.36
		Associate	18	\$310.00	\$350.48	\$473.00	\$361.55	\$370.84	\$435.08
	Non-Litigation	Partner	16	\$376.39	\$423.32	\$794.70	\$558.49	\$518.96	\$536.50
		Associate	13	\$285.00	\$351.00	\$389.14	\$348.70	\$318.57	\$310.41
Corporate: Other	Litigation	Partner	46	\$450.00	\$622.50	\$781.14	\$655.46	\$657.55	\$766.62
		Associate	50	\$340.00	\$392.50	\$500.00	\$439.39	\$419.58	\$477.45
	Non-Litigation	Partner	132	\$418.12	\$686.83	\$975.00	\$722.06	\$741.29	\$1,053.19
		Associate	107	\$360.00	\$479.40	\$615.48	\$489.54	\$466.57	\$616.57
Environmental	Litigation	Partner	22	\$436.00	\$545.00	\$660.00	\$540.77	\$511.85	\$407.47
		Associate	18	\$206.00	\$266.50	\$375.00	\$291.50	\$181.15	\$111.26
	Non-Litigation	Partner	32	\$433.50	\$493.82	\$757.50	\$577.57	\$535.38	\$493.98
		Associate	16	\$220.00	\$321.50	\$420.00	\$329.35	\$369.68	\$344.98
Finance and Securities	Non-Litigation	Partner	34	\$520.00	\$1,129.87	\$1,290.00	\$961.68	\$962.22	\$811.76
		Associate	41	\$520.00	\$676.80	\$831.90	\$681.00	\$534.58	\$600.64
General Liability	Litigation	Partner	159	\$225.00	\$250.00	\$300.00	\$312.39	\$334.49	\$337.70
		Associate	143	\$175.00	\$200.00	\$240.00	\$239.57	\$220.84	\$237.50
Labor and Employment	Litigation	Partner	69	\$373.50	\$425.00	\$555.00	\$474.80	\$489.56	\$443.83
		Associate	57	\$247.50	\$325.00	\$400.00	\$350.34	\$328.44	\$306.05
	Non-Litigation	Partner	88	\$380.00	\$441.00	\$517.24	\$450.80	\$463.71	\$479.20
		Associate	45	\$240.00	\$277.97	\$315.00	\$278.69	\$301.60	\$311.07
Real Estate	Litigation	Partner	69	\$179.15	\$210.00	\$295.00	\$275.15	\$284.77	\$262.80
		Associate	80	\$163.56	\$182.50	\$225.00	\$203.29	\$199.98	\$192.37
	Non-Litigation	Partner	54	\$425.00	\$570.00	\$685.00	\$570.34	\$562.76	\$592.25
		Associate	37	\$315.00	\$365.00	\$455.63	\$409.76	\$394.25	\$438.69

Section II: Industry Analysis

Consumer Goods

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	Litigation	Partner	104	\$361.72	\$425.64	\$545.00	\$466.03	\$478.60	\$475.19
		Associate	57	\$225.00	\$280.00	\$415.00	\$326.45	\$316.63	\$326.97
	Non-Litigation	Partner	144	\$391.50	\$480.00	\$665.50	\$528.76	\$508.32	\$511.03
		Associate	118	\$240.00	\$322.50	\$430.00	\$341.21	\$337.18	\$347.92
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	38	\$418.73	\$512.50	\$575.38	\$521.70	\$569.44	\$569.91
		Associate	26	\$270.00	\$297.50	\$375.00	\$351.16	\$407.89	\$399.74
	Non-Litigation	Partner	33	\$500.00	\$685.00	\$830.00	\$689.24	\$612.67	\$580.80
Corporate: Regulatory and Compliance	Non-Litigation	Associate	26	\$340.00	\$430.00	\$595.00	\$470.52	\$406.86	\$333.01
		Partner	43	\$340.00	\$480.00	\$760.00	\$552.08	\$554.98	\$706.23
Corporate: Other	Litigation	Associate	21	\$315.00	\$395.00	\$571.44	\$463.28	\$394.89	\$525.00
		Partner	138	\$405.00	\$542.50	\$738.00	\$597.42	\$584.13	\$701.00
	Non-Litigation	Associate	98	\$284.91	\$377.50	\$488.81	\$417.01	\$427.89	\$507.50
		Partner	22	\$310.24	\$330.00	\$479.81	\$393.30	\$439.93	\$426.00
Environmental	Litigation	Associate	11	\$200.00	\$260.00	\$310.00	\$262.36	\$290.22	\$272.29
		Partner	38	\$475.00	\$738.00	\$800.00	\$658.54	\$634.03	\$623.66
	Non-Litigation	Associate	28	\$305.00	\$449.00	\$532.50	\$439.89	\$448.62	\$374.99
		Partner	473	\$240.00	\$294.63	\$350.00	\$314.55	\$343.43	\$336.43
General Liability	Litigation	Associate	556	\$200.00	\$220.00	\$250.00	\$245.76	\$248.38	\$240.31
		Partner	31	\$375.00	\$580.00	\$695.00	\$571.57	\$551.87	\$572.79
Intellectual Property: Patents	Litigation	Associate	24	\$288.88	\$390.00	\$578.14	\$438.61	\$330.66	\$371.29
		Partner	14	\$328.79	\$484.58	\$875.00	\$591.73	\$557.26	\$591.84
	Non-Litigation	Associate	17	\$215.00	\$275.00	\$436.42	\$534.35	\$344.41	\$334.35
		Partner	30	\$395.45	\$533.25	\$646.00	\$550.94	\$546.87	\$510.79
Intellectual Property: Trademarks	Non-Litigation	Associate	23	\$327.75	\$385.00	\$408.29	\$411.96	\$410.64	\$381.27
		Partner	31	\$375.00	\$580.00	\$695.00	\$571.57	\$551.87	\$578.65
Intellectual Property: Other	Litigation	Associate	24	\$288.88	\$390.00	\$578.14	\$438.61	\$330.66	\$374.52
		Partner	63	\$395.45	\$550.00	\$841.84	\$611.31	\$579.63	\$545.53
	Non-Litigation	Associate	60	\$280.00	\$382.50	\$596.94	\$500.66	\$417.11	\$352.09
		Partner	109	\$405.00	\$550.00	\$695.00	\$563.94	\$488.38	\$498.22
Labor and Employment	Litigation	Associate	87	\$280.00	\$395.00	\$475.00	\$379.41	\$364.88	\$353.97
		Partner	201	\$330.00	\$460.00	\$700.00	\$525.78	\$502.39	\$466.90
	Non-Litigation	Associate	114	\$280.00	\$350.00	\$425.00	\$368.77	\$344.15	\$317.14
		Partner	9	\$235.00	\$325.00	\$325.00	\$323.33	n/a	n/a
Real Estate	Litigation	Associate	8	\$270.00	\$315.00	\$365.23	\$315.06	n/a	n/a
		Partner	10	\$300.00	\$340.00	\$375.00	\$342.00	\$470.70	\$557.50
	Non-Litigation	Associate	n/a	n/a	n/a	n/a	\$294.39	\$265.21	

Section II: Industry Analysis

Consumer Services

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	Litigation	Partner	84	\$265.00	\$290.00	\$470.00	\$373.62	\$392.59	\$414.54
		Associate	57	\$230.00	\$265.00	\$295.00	\$278.35	\$292.77	\$289.16
	Non-Litigation	Partner	23	\$410.00	\$486.00	\$600.00	\$499.67	\$474.64	\$449.78
		Associate	16	\$262.50	\$342.50	\$367.62	\$332.71	\$353.77	\$350.54
Commercial	Litigation	Partner	372	\$335.00	\$508.58	\$655.00	\$529.55	\$529.85	\$508.24
		Associate	322	\$240.00	\$325.00	\$456.12	\$365.85	\$353.37	\$353.60
	Non-Litigation	Partner	277	\$395.00	\$495.00	\$649.00	\$518.77	\$565.50	\$562.77
		Associate	195	\$247.20	\$332.49	\$425.47	\$351.11	\$387.76	\$382.67
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	92	\$675.00	\$1,088.00	\$1,088.00	\$901.79	\$830.96	\$836.32
		Associate	174	\$444.00	\$532.00	\$740.00	\$572.80	\$524.83	\$498.58
	Litigation	Partner	107	\$425.00	\$550.92	\$868.18	\$620.07	\$576.06	\$545.27
Corporate: Regulatory and Compliance		Associate	120	\$304.00	\$427.50	\$610.00	\$444.03	\$329.98	\$372.50
Non-Litigation	Partner	330	\$395.00	\$525.00	\$665.00	\$556.58	\$530.60	\$524.20	
	Associate	292	\$250.00	\$345.00	\$532.00	\$394.04	\$375.43	\$374.11	
Litigation	Partner	369	\$460.00	\$629.99	\$795.00	\$644.28	\$635.85	\$589.63	
	Corporate: Other		Associate	376	\$320.00	\$420.00	\$556.00	\$446.72	\$397.14
Non-Litigation	Partner	1,010	\$495.00	\$645.67	\$920.00	\$695.35	\$654.99	\$638.15	
	Associate	992	\$326.69	\$444.00	\$653.20	\$480.91	\$453.14	\$450.85	
Environmental	Litigation	Partner	51	\$215.00	\$255.00	\$315.00	\$283.34	\$323.23	\$425.49
		Associate	71	\$170.00	\$175.00	\$192.00	\$195.10	\$212.08	n/a
	Non-Litigation	Partner	34	\$475.00	\$567.00	\$764.36	\$647.36	\$744.55	\$676.44
		Associate	17	\$316.00	\$345.00	\$405.00	\$407.58	\$409.72	\$409.21
Finance and Securities	Non-Litigation	Partner	134	\$765.00	\$985.00	\$1,088.00	\$934.61	\$865.34	\$844.39
		Associate	131	\$444.00	\$532.00	\$740.00	\$589.00	\$571.41	\$480.05
General Liability	Litigation	Partner	341	\$170.90	\$250.00	\$430.00	\$322.82	\$324.41	\$309.84
		Associate	382	\$150.00	\$175.00	\$260.00	\$224.17	\$220.45	\$218.65
Intellectual Property: Patents	Litigation	Partner	83	\$435.00	\$575.00	\$773.00	\$614.29	\$631.97	\$592.76
		Associate	70	\$300.00	\$471.50	\$625.50	\$478.07	\$450.59	\$434.32
	Non-Litigation	Partner	59	\$420.00	\$542.17	\$780.00	\$605.38	\$579.85	\$530.56
		Associate	64	\$262.81	\$315.00	\$455.00	\$369.13	\$346.97	\$336.43
Intellectual Property: Trademarks	Non-Litigation	Partner	35	\$555.00	\$595.13	\$675.00	\$607.36	\$617.61	\$554.87
		Associate	34	\$290.00	\$345.00	\$480.00	\$381.09	\$338.91	\$329.18

Section II: Industry Analysis

Consumer Services

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Intellectual Property: Other	Litigation	Partner	184	\$393.75	\$535.52	\$700.00	\$559.30	\$552.39	\$530.04
		Associate	144	\$289.13	\$422.88	\$590.75	\$446.02	\$372.67	\$372.37
	Non-Litigation	Partner	149	\$450.00	\$560.24	\$675.00	\$583.84	\$587.71	\$537.99
		Associate	142	\$264.00	\$319.82	\$450.00	\$361.42	\$350.68	\$333.99
Labor and Employment	Litigation	Partner	716	\$300.00	\$395.00	\$505.00	\$423.23	\$403.93	\$395.98
		Associate	625	\$240.00	\$280.00	\$360.00	\$305.12	\$297.18	\$301.66
	Non-Litigation	Partner	409	\$374.00	\$485.00	\$615.00	\$505.05	\$511.03	\$526.61
		Associate	266	\$275.00	\$345.00	\$425.00	\$361.97	\$369.90	\$385.35
Real Estate	Litigation	Partner	110	\$225.00	\$353.00	\$514.80	\$423.48	\$382.51	\$346.98
		Associate	66	\$165.00	\$199.50	\$349.70	\$283.95	\$265.71	\$235.15
	Non-Litigation	Partner	285	\$357.00	\$450.00	\$545.00	\$469.66	\$432.97	\$447.48
		Associate	180	\$240.00	\$285.00	\$347.50	\$316.82	\$284.78	\$292.52

Section II: Industry Analysis

Financials (Excluding Insurance)

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	Litigation	Partner	209	\$265.00	\$340.00	\$420.00	\$362.64	\$380.56	\$388.85
		Associate	149	\$190.00	\$235.00	\$275.00	\$255.28	\$273.98	\$268.79
	Non-Litigation	Partner	407	\$280.47	\$363.70	\$450.00	\$397.96	\$388.42	\$387.95
		Associate	267	\$210.00	\$252.00	\$325.00	\$284.99	\$280.61	\$308.53
Commercial	Litigation	Partner	206	\$310.00	\$408.35	\$575.00	\$464.25	\$484.85	\$475.38
		Associate	151	\$230.00	\$285.00	\$389.50	\$330.81	\$357.27	\$323.16
	Non-Litigation	Partner	206	\$330.00	\$440.00	\$700.00	\$534.16	\$510.62	\$534.00
		Associate	185	\$225.50	\$290.00	\$392.23	\$338.47	\$342.93	\$351.74
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	109	\$637.27	\$775.00	\$925.00	\$783.01	\$778.37	\$712.52
		Associate	74	\$300.00	\$398.93	\$598.50	\$479.63	\$457.60	\$465.48
	Corporate: Regulatory and Compliance	Partner	265	\$520.00	\$721.60	\$900.00	\$706.23	\$718.62	\$696.42
		Associate	254	\$365.00	\$438.50	\$600.00	\$476.58	\$467.80	\$462.03
		Partner	162	\$705.26	\$840.00	\$1,007.00	\$839.75	\$883.53	\$832.70
		Associate	172	\$275.00	\$480.00	\$640.00	\$466.58	\$508.97	\$501.52
Corporate: Other	Litigation	Partner	494	\$450.00	\$630.00	\$820.00	\$654.58	\$656.27	\$647.96
		Associate	439	\$325.00	\$420.00	\$550.00	\$447.00	\$435.97	\$423.36
	Non-Litigation	Partner	1,090	\$650.00	\$830.00	\$1,010.00	\$833.61	\$804.12	\$737.16
		Associate	1,060	\$360.00	\$495.00	\$650.00	\$516.30	\$503.14	\$461.70
Environmental	Non-Litigation	Partner	14	\$415.00	\$620.00	\$855.00	\$614.26	\$580.90	\$579.06
		Associate	9	\$260.00	\$280.00	\$380.00	\$334.44	\$338.38	\$309.57
Finance and Securities	Litigation	Partner	364	\$511.00	\$748.07	\$925.00	\$731.25	\$736.87	\$684.78
		Associate	389	\$330.00	\$455.00	\$570.00	\$457.59	\$471.53	\$440.64
	Non-Litigation	Partner	3,434	\$590.00	\$819.00	\$1,053.50	\$824.06	\$792.64	\$749.73
		Associate	3,652	\$389.00	\$540.00	\$705.00	\$555.53	\$542.12	\$522.76
General Liability	Litigation	Partner	252	\$153.89	\$200.00	\$442.00	\$312.69	\$357.67	\$319.73
		Associate	240	\$150.00	\$180.00	\$274.00	\$227.50	\$258.03	\$260.38
Intellectual Property: Other	Litigation	Partner	9	\$536.50	\$638.00	\$698.38	\$602.48	\$526.86	\$466.90
		Associate	12	\$364.34	\$421.50	\$471.17	\$431.08	\$386.77	\$328.94
	Non-Litigation	Partner	26	\$360.93	\$440.00	\$570.00	\$487.67	\$515.95	\$490.42
		Associate	15	\$250.00	\$296.36	\$385.00	\$331.03	\$365.51	\$366.26
Labor and Employment	Litigation	Partner	325	\$520.00	\$695.00	\$818.80	\$687.36	\$707.79	\$655.20
		Associate	426	\$375.00	\$480.30	\$595.00	\$482.26	\$460.00	\$442.94
	Non-Litigation	Partner	330	\$365.00	\$504.92	\$688.43	\$570.86	\$568.76	\$546.13
		Associate	206	\$273.00	\$321.12	\$465.00	\$401.99	\$426.74	\$416.35

Section II: Industry Analysis

Financials (Excluding Insurance)

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Real Estate	Litigation	Partner	70	\$185.00	\$259.47	\$405.00	\$320.83	\$357.51	\$358.66
		Associate	67	\$170.00	\$225.00	\$248.00	\$243.77	\$228.44	\$221.07
	Non-Litigation	Partner	133	\$350.00	\$435.00	\$560.00	\$479.80	\$462.50	\$478.37
		Associate	78	\$226.85	\$290.00	\$460.00	\$341.80	\$303.84	\$313.28

Section II: Industry Analysis

Health Care

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	Litigation	Partner	26	\$290.00	\$459.88	\$550.00	\$446.47	\$423.83	\$426.08
		Associate	13	\$200.00	\$235.00	\$297.00	\$248.23	\$307.61	\$299.41
	Non-Litigation	Partner	58	\$740.00	\$874.45	\$970.00	\$880.84	\$689.44	\$641.96
		Associate	46	\$430.00	\$515.00	\$680.00	\$572.65	\$430.26	\$400.97
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	53	\$450.00	\$652.50	\$845.00	\$682.90	\$648.69	\$640.93
		Associate	71	\$229.50	\$315.00	\$530.00	\$398.00	\$425.08	\$392.71
Corporate: Regulatory and Compliance	Litigation	Partner	157	\$564.00	\$725.00	\$875.00	\$713.34	\$588.80	\$566.72
		Associate	152	\$365.00	\$465.67	\$574.03	\$459.48	\$381.52	\$409.97
	Non-Litigation	Partner	212	\$375.00	\$512.50	\$701.65	\$556.59	\$600.25	\$581.33
		Associate	141	\$230.00	\$340.00	\$460.00	\$365.26	\$404.53	\$395.50
Corporate: Other	Litigation	Partner	485	\$501.50	\$685.00	\$840.00	\$682.66	\$592.74	\$578.44
		Associate	463	\$332.08	\$425.92	\$525.00	\$437.57	\$398.23	\$395.22
	Non-Litigation	Partner	495	\$475.00	\$675.00	\$840.00	\$669.55	\$651.54	\$618.34
		Associate	474	\$305.00	\$445.00	\$535.00	\$435.91	\$423.44	\$396.04
Environmental	Litigation	Partner	37	\$385.00	\$470.00	\$670.71	\$549.15	\$498.42	\$482.80
		Associate	23	\$290.00	\$396.65	\$517.50	\$424.65	\$346.65	\$289.05
	Non-Litigation	Partner	14	\$455.00	\$505.00	\$646.40	\$539.25	\$477.25	\$466.11
		Associate	8	\$282.50	\$372.50	\$417.67	\$347.64	n/a	\$296.36
Finance and Securities	Non-Litigation	Partner	12	\$720.39	\$854.20	\$1,012.50	\$861.50	\$757.45	\$811.39
		Associate	18	\$412.71	\$535.00	\$577.35	\$531.90	\$491.32	\$459.73
General Liability	Litigation	Partner	630	\$215.00	\$375.00	\$595.00	\$427.62	\$384.23	\$354.90
		Associate	686	\$175.00	\$225.75	\$365.00	\$283.88	\$259.95	\$260.43
Intellectual Property: Patents	Litigation	Partner	301	\$585.00	\$747.06	\$890.00	\$734.09	\$701.25	\$688.78
		Associate	336	\$369.00	\$465.00	\$585.00	\$480.05	\$457.19	\$437.61
	Non-Litigation	Partner	124	\$487.99	\$602.80	\$779.02	\$622.84	\$565.94	\$550.04
		Associate	112	\$329.00	\$400.00	\$500.50	\$424.15	\$375.75	\$360.18
Intellectual Property: Trademarks	Non-Litigation	Partner	33	\$585.00	\$670.50	\$765.00	\$665.97	\$596.51	\$557.80
		Associate	30	\$375.00	\$425.00	\$485.00	\$433.83	\$360.64	\$357.33
Intellectual Property: Other	Litigation	Partner	303	\$585.00	\$747.00	\$890.00	\$733.76	\$689.49	\$670.19
		Associate	338	\$360.00	\$465.00	\$585.00	\$478.91	\$445.29	\$427.48
	Non-Litigation	Partner	170	\$495.52	\$612.00	\$775.00	\$625.29	\$564.70	\$543.55
		Associate	155	\$330.54	\$410.00	\$495.00	\$424.01	\$356.86	\$347.79

Section II: Industry Analysis

Health Care

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Labor and Employment	Litigation	Partner	223	\$350.00	\$504.00	\$695.00	\$544.49	\$454.93	\$421.83
		Associate	226	\$252.00	\$348.95	\$485.00	\$384.59	\$329.91	\$292.80
	Non-Litigation	Partner	74	\$332.00	\$393.50	\$645.00	\$501.10	\$470.60	\$449.27
		Associate	72	\$216.00	\$270.00	\$405.00	\$332.53	\$313.41	\$308.48
Real Estate	Litigation	Partner	26	\$500.00	\$638.33	\$860.00	\$708.82	\$656.06	\$633.63
		Associate	21	\$325.00	\$440.00	\$640.00	\$488.51	\$470.93	\$410.23
	Non-Litigation	Partner	19	\$350.00	\$423.00	\$790.00	\$554.41	\$526.59	\$514.71
		Associate	15	\$216.00	\$216.00	\$634.22	\$377.85	\$364.05	\$327.78

Section II: Industry Analysis

Industrials

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	Litigation	Partner	53	\$315.00	\$366.42	\$424.00	\$370.11	\$346.99	\$361.19
		Associate	43	\$225.00	\$250.00	\$370.00	\$278.01	\$275.30	\$248.06
	Non-Litigation	Partner	19	\$340.00	\$395.00	\$500.00	\$424.54	\$613.01	\$524.00
		Associate	12	\$221.00	\$255.50	\$313.83	\$287.86	\$391.79	\$397.99
Commercial	Litigation	Partner	258	\$305.50	\$452.50	\$627.61	\$486.46	\$463.29	\$447.62
		Associate	238	\$240.00	\$300.00	\$440.00	\$341.58	\$313.90	\$298.19
	Non-Litigation	Partner	262	\$370.00	\$465.00	\$600.00	\$517.51	\$548.98	\$502.13
		Associate	143	\$244.48	\$308.71	\$455.00	\$362.96	\$355.14	\$337.75
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	706	\$418.00	\$644.50	\$825.00	\$647.12	\$665.66	\$631.27
		Associate	580	\$310.00	\$423.00	\$569.75	\$446.91	\$441.81	\$428.06
	Litigation	Partner	65	\$683.00	\$759.00	\$865.00	\$758.81	\$679.98	\$643.86
Corporate: Regulatory and Compliance	Associate	63	\$390.00	\$480.00	\$586.35	\$492.41	\$435.10	\$420.55	
		Non-Litigation	226	\$400.00	\$546.50	\$755.00	\$604.48	\$589.84	\$526.99
	Associate	140	\$265.00	\$340.00	\$510.50	\$403.80	\$425.67	\$361.37	
		Partner	65	\$683.00	\$759.00	\$865.00	\$758.81	\$679.98	\$643.86
Corporate: Other	Litigation	Partner	755	\$290.00	\$499.80	\$725.00	\$536.78	\$512.60	\$485.73
		Associate	757	\$195.00	\$350.00	\$490.00	\$369.40	\$350.66	\$340.22
	Non-Litigation	Partner	1,465	\$485.00	\$695.00	\$922.50	\$719.68	\$747.91	\$656.16
		Associate	1,452	\$350.00	\$476.17	\$655.00	\$509.91	\$499.77	\$434.56
Environmental	Litigation	Partner	38	\$375.00	\$470.00	\$525.00	\$469.53	\$487.81	\$419.44
		Associate	25	\$280.00	\$295.00	\$305.00	\$310.55	\$335.83	\$320.50
	Non-Litigation	Partner	81	\$385.80	\$516.47	\$612.00	\$522.95	\$490.06	\$478.16
		Associate	53	\$270.00	\$350.00	\$410.00	\$357.48	\$352.58	\$317.10
Finance and Securities	Litigation	Partner	9	\$420.74	\$674.00	\$950.00	\$657.48	\$742.07	\$631.74
		Associate	7	\$300.00	\$392.00	\$444.00	\$376.99	\$363.98	\$384.62
	Non-Litigation	Partner	287	\$383.00	\$650.00	\$836.25	\$642.24	\$690.75	\$624.85
		Associate	280	\$265.00	\$415.00	\$589.50	\$449.47	\$498.30	\$438.32
General Liability	Litigation	Partner	664	\$210.00	\$258.49	\$366.00	\$329.07	\$312.84	\$316.62
		Associate	564	\$175.00	\$205.00	\$253.74	\$240.79	\$226.84	\$225.00
Intellectual Property: Patents	Litigation	Partner	89	\$460.00	\$625.00	\$740.00	\$627.35	\$589.24	\$594.62
		Associate	74	\$289.08	\$367.50	\$487.30	\$389.36	\$383.56	\$355.27
	Non-Litigation	Partner	147	\$324.00	\$380.00	\$525.00	\$455.23	\$477.01	\$469.70
		Associate	198	\$240.00	\$295.00	\$461.50	\$369.95	\$345.85	\$332.60
Intellectual Property: Trademarks	Non-Litigation	Partner	31	\$355.00	\$505.00	\$650.00	\$535.64	\$525.81	\$472.32
		Associate	27	\$235.00	\$288.73	\$525.06	\$383.24	\$328.56	\$304.56

Section II: Industry Analysis

Industrials

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Intellectual Property: Other	Litigation	Partner	125	\$468.00	\$585.00	\$725.00	\$620.13	\$588.15	\$581.10
		Associate	103	\$251.01	\$360.00	\$488.00	\$379.81	\$389.36	\$352.00
	Non-Litigation	Partner	340	\$332.50	\$420.00	\$625.00	\$504.15	\$492.63	\$469.87
		Associate	424	\$230.51	\$280.00	\$420.00	\$348.49	\$325.11	\$332.77
Labor and Employment	Litigation	Partner	251	\$340.37	\$400.00	\$515.00	\$439.07	\$435.06	\$397.68
		Associate	180	\$240.78	\$300.00	\$385.00	\$318.05	\$306.17	\$297.74
	Non-Litigation	Partner	335	\$360.00	\$465.00	\$605.00	\$522.06	\$502.52	\$472.09
		Associate	204	\$275.00	\$340.00	\$410.00	\$354.77	\$332.98	\$305.49
Real Estate	Non-Litigation	Partner	67	\$385.00	\$501.50	\$714.00	\$589.42	\$597.48	\$513.49
		Associate	46	\$276.25	\$377.00	\$489.00	\$392.76	\$404.40	\$366.31

Section II: Industry Analysis

Professional Services

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	Litigation	Partner	94	\$601.00	\$733.22	\$1,000.00	\$776.06	\$633.91	\$674.84
		Associate	83	\$348.00	\$472.00	\$553.00	\$453.24	\$412.37	\$426.63
	Non-Litigation	Partner	131	\$489.84	\$600.00	\$749.29	\$626.87	\$615.14	\$569.71
		Associate	130	\$315.00	\$410.88	\$465.09	\$407.61	\$395.38	\$403.57
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$808.72	\$767.70
		Associate	17	\$237.11	\$285.00	\$355.00	\$289.70	\$471.31	\$457.36
Corporate: Regulatory and Compliance	Non-Litigation	Partner	46	\$520.00	\$645.25	\$754.00	\$639.27	\$603.46	\$661.98
		Associate	53	\$344.16	\$450.00	\$471.93	\$411.73	\$394.61	\$380.08
Corporate: Other	Non-Litigation	Partner	77	\$533.90	\$645.00	\$755.00	\$662.13	\$705.11	\$726.84
		Associate	101	\$305.00	\$405.00	\$470.34	\$399.35	\$443.68	\$434.10
Finance and Securities	Non-Litigation	Partner	18	\$603.00	\$903.97	\$1,211.26	\$862.23	\$958.99	\$1,050.62
		Associate	33	\$308.75	\$473.00	\$654.08	\$500.46	\$564.10	\$650.99
Intellectual Property: Patents	Non-Litigation	Partner	17	\$450.00	\$594.00	\$701.60	\$591.02	\$606.05	\$599.26
		Associate	30	\$325.00	\$350.00	\$468.34	\$392.38	\$411.08	\$354.29
Intellectual Property: Other	Non-Litigation	Partner	46	\$499.50	\$702.80	\$773.00	\$679.55	\$628.03	\$666.71
		Associate	66	\$325.00	\$420.00	\$525.00	\$433.16	\$420.45	\$404.65
Labor and Employment	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	10	\$281.00	\$324.76	\$349.00	\$321.34	\$325.38	n/a
	Non-Litigation	Partner	64	\$409.85	\$469.50	\$578.38	\$495.56	\$506.89	\$552.42
		Associate	70	\$275.00	\$302.23	\$349.00	\$316.93	\$303.78	\$362.58

Section II: Industry Analysis

Technology and Telecommunications

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	Litigation	Partner	22	\$360.00	\$445.00	\$701.25	\$564.86	\$482.04	\$485.33
		Associate	11	\$295.00	\$375.00	\$403.76	\$376.11	\$338.87	\$338.79
	Non-Litigation	Partner	16	\$400.00	\$438.87	\$665.75	\$539.84	\$420.62	\$459.28
		Associate	14	\$224.00	\$230.00	\$316.00	\$281.11	\$281.59	\$294.47
Commercial	Litigation	Partner	93	\$394.56	\$600.00	\$714.00	\$574.39	\$562.66	\$554.28
		Associate	70	\$255.00	\$311.63	\$383.00	\$316.54	\$338.76	\$347.48
	Non-Litigation	Partner	232	\$433.00	\$554.50	\$700.20	\$582.06	\$570.23	\$575.46
		Associate	192	\$280.75	\$345.00	\$440.00	\$386.16	\$363.07	\$366.77
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	313	\$550.00	\$714.00	\$900.00	\$762.14	\$757.34	\$723.07
		Associate	460	\$334.31	\$455.00	\$582.50	\$488.53	\$479.08	\$460.87
	Litigation	Partner	30	\$650.00	\$722.50	\$933.00	\$759.72	\$708.90	\$604.09
Corporate: Regulatory and Compliance	Associate	38	\$312.00	\$440.00	\$555.00	\$469.48	\$444.04	\$417.83	
		Non-Litigation	294	\$455.00	\$588.28	\$722.00	\$603.14	\$604.62	\$595.02
	Associate	300	\$305.44	\$392.00	\$491.93	\$413.86	\$417.12	\$391.51	
		Partner	30	\$650.00	\$722.50	\$933.00	\$759.72	\$708.90	\$604.09
Corporate: Other	Litigation	Partner	348	\$465.00	\$629.00	\$815.00	\$658.09	\$656.99	\$627.20
		Associate	356	\$309.05	\$412.50	\$535.00	\$440.62	\$400.34	\$374.46
	Non-Litigation	Partner	1,319	\$537.00	\$696.00	\$867.00	\$722.84	\$702.07	\$672.65
		Associate	1,506	\$327.25	\$437.75	\$555.00	\$463.29	\$431.83	\$417.79
Finance and Securities	Non-Litigation	Partner	45	\$588.15	\$750.00	\$925.00	\$757.25	\$813.99	\$763.87
		Associate	43	\$311.00	\$395.25	\$490.00	\$415.29	\$529.51	\$475.14
General Liability	Litigation	Partner	118	\$380.00	\$523.88	\$649.76	\$518.72	\$493.10	\$508.57
		Associate	90	\$250.00	\$341.66	\$442.00	\$343.44	\$328.53	\$327.36
Intellectual Property: Patents	Litigation	Partner	301	\$506.93	\$650.00	\$800.00	\$679.29	\$643.81	\$642.50
		Associate	252	\$325.00	\$407.50	\$522.57	\$439.45	\$429.53	\$422.71
	Non-Litigation	Partner	372	\$360.00	\$453.26	\$588.05	\$488.71	\$501.67	\$518.56
		Associate	478	\$260.00	\$315.00	\$390.00	\$338.60	\$345.52	\$350.43
Intellectual Property: Trademarks	Non-Litigation	Partner	56	\$426.25	\$523.00	\$652.88	\$535.39	\$561.90	\$531.71
		Associate	81	\$251.00	\$343.00	\$409.00	\$341.51	\$356.43	\$365.20
Intellectual Property: Other	Litigation	Partner	371	\$515.00	\$650.00	\$805.50	\$684.31	\$646.99	\$637.28
		Associate	312	\$335.76	\$417.73	\$544.00	\$452.85	\$430.06	\$419.95
	Non-Litigation	Partner	562	\$390.00	\$505.00	\$658.74	\$548.82	\$543.15	\$532.37
		Associate	677	\$275.00	\$330.00	\$416.00	\$366.72	\$355.69	\$355.62

Section II: Industry Analysis

Technology and Telecommunications

By Practice Area and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Labor and Employment	Litigation	Partner	151	\$411.67	\$520.00	\$635.00	\$543.24	\$480.20	\$466.87
		Associate	128	\$270.00	\$318.87	\$395.00	\$339.64	\$329.49	\$308.39
	Non-Litigation	Partner	583	\$400.00	\$541.20	\$700.00	\$569.61	\$546.76	\$537.01
		Associate	573	\$285.00	\$330.00	\$405.00	\$355.81	\$391.52	\$378.61
Real Estate	Litigation	Partner	13	\$250.00	\$320.00	\$540.00	\$446.00	\$417.24	\$421.17
		Associate	n/a	n/a	n/a	n/a	n/a	\$371.95	\$333.35
	Non-Litigation	Partner	191	\$335.00	\$420.00	\$516.67	\$452.35	\$440.10	\$445.91
		Associate	124	\$235.00	\$280.00	\$331.00	\$292.45	\$290.71	\$307.17

Section III

Practice Area

Analysis



2017 Real Rate Report Snapshot

Section III: Practice Area Analysis

Bankruptcy and Collections

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Albany, NY	Partner	11	\$250.00	\$251.48	\$263.28	\$274.37	\$289.96	\$245.60
	Associate	10	\$210.00	\$212.47	\$225.00	\$214.33	\$221.08	\$217.12
Atlanta, GA	Partner	12	\$297.50	\$387.79	\$476.38	\$397.99	\$452.74	\$444.49
	Associate	10	\$265.00	\$274.85	\$318.76	\$294.79	\$319.36	\$306.66
Baltimore, MD	Partner	31	\$328.00	\$360.00	\$420.00	\$367.97	\$374.45	\$359.31
	Associate	12	\$205.33	\$246.99	\$257.43	\$237.12	\$258.53	\$233.41
Buffalo, NY	Partner	23	\$275.00	\$310.00	\$328.02	\$309.53	\$299.29	\$289.40
	Associate	15	\$185.00	\$215.00	\$235.00	\$214.48	\$190.73	\$199.93
Chicago, IL	Partner	54	\$391.41	\$491.67	\$625.00	\$514.66	\$593.02	\$551.47
	Associate	42	\$268.40	\$362.50	\$445.50	\$371.10	\$381.96	\$388.02
Cleveland, OH	Partner	22	\$334.08	\$354.42	\$475.20	\$406.08	\$378.47	\$359.24
	Associate	23	\$200.00	\$266.51	\$350.00	\$283.40	\$221.19	\$214.83
Columbus, OH	Partner	11	\$305.00	\$350.00	\$425.00	\$367.00	\$362.00	\$343.00
	Associate	n/a	n/a	n/a	n/a	n/a	\$247.00	\$245.00
Dallas, TX	Partner	12	\$270.00	\$576.19	\$640.26	\$484.38	\$421.21	\$446.22
	Associate	15	\$350.00	\$450.00	\$525.00	\$443.77	\$341.02	\$286.03
Denver, CO	Partner	14	\$243.86	\$313.38	\$369.00	\$325.29	\$304.80	\$329.33
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$220.28
Detroit, MI	Partner	11	\$227.32	\$352.11	\$380.00	\$351.79	\$316.81	\$311.29
	Associate	7	\$185.00	\$295.00	\$395.00	\$305.00	\$270.93	\$241.37
Houston, TX	Partner	15	\$360.00	\$594.00	\$827.00	\$606.41	\$489.60	\$408.82
	Associate	12	\$250.00	\$294.00	\$422.50	\$347.75	\$314.80	\$283.65
Indianapolis, IN	Partner	17	\$260.00	\$285.00	\$350.00	\$314.58	\$331.47	\$316.92
	Associate	7	\$200.60	\$225.00	\$250.00	\$224.89	\$237.37	\$243.94
Kansas City, MO	Partner	22	\$275.23	\$343.50	\$413.88	\$354.28	\$389.38	\$409.68
	Associate	9	\$215.60	\$245.50	\$250.00	\$252.16	\$273.81	\$267.23
Los Angeles, CA	Partner	30	\$335.00	\$579.00	\$680.00	\$564.48	\$460.98	\$483.03
	Associate	28	\$230.00	\$280.00	\$369.50	\$299.84	\$362.92	\$378.22
Madison, WI	Partner	15	\$321.00	\$365.85	\$375.00	\$354.20	\$356.87	n/a
	Associate	8	\$240.09	\$280.50	\$300.20	\$276.45	n/a	n/a
Miami, FL	Partner	20	\$265.00	\$373.61	\$415.00	\$348.56	\$352.06	\$349.28
	Associate	12	\$186.42	\$213.62	\$246.55	\$213.60	\$230.34	\$230.21
Milwaukee, WI	Partner	32	\$285.60	\$354.90	\$405.00	\$356.26	\$380.36	\$371.30
	Associate	33	\$228.00	\$255.20	\$285.00	\$261.64	\$244.13	\$275.17
New York, NY	Partner	76	\$315.25	\$415.00	\$690.66	\$508.06	\$551.91	\$565.51
	Associate	45	\$270.00	\$299.59	\$370.00	\$337.12	\$369.28	\$407.40

Section III: Practice Area Analysis

Bankruptcy and Collections

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Philadelphia, PA	Partner	42	\$360.00	\$410.00	\$517.50	\$450.73	\$428.44	\$439.47
	Associate	28	\$238.01	\$272.50	\$337.50	\$282.55	\$273.72	\$269.35
Phoenix, AZ	Partner	19	\$315.00	\$395.00	\$475.00	\$402.38	\$411.63	\$400.90
	Associate	8	\$211.56	\$272.50	\$421.89	\$318.42	\$278.21	\$284.83
Pittsburgh, PA	Partner	17	\$310.00	\$360.00	\$410.00	\$346.23	\$339.50	\$366.29
	Associate	22	\$190.00	\$230.00	\$275.00	\$238.41	\$245.00	\$260.42
Portland, OR	Partner	8	\$268.57	\$415.32	\$452.88	\$371.69	\$335.45	\$340.25
	Associate	7	\$206.45	\$257.30	\$300.00	\$249.82	\$241.17	n/a
Richmond, VA	Partner	17	\$259.10	\$349.68	\$350.00	\$358.06	\$338.35	\$372.56
	Associate	13	\$220.80	\$250.00	\$250.00	\$240.87	\$213.71	\$248.60
San Francisco, CA	Partner	13	\$409.50	\$495.00	\$700.00	\$549.37	\$534.89	\$510.59
	Associate	7	\$252.00	\$290.00	\$442.00	\$333.25	\$315.55	\$297.80
Seattle, WA	Partner	16	\$303.86	\$397.32	\$465.00	\$394.93	\$439.14	\$407.47
	Associate	16	\$197.38	\$230.25	\$302.50	\$270.50	\$325.00	\$311.41
St. Louis, MO	Partner	15	\$365.00	\$423.08	\$480.00	\$421.67	\$431.60	\$435.93
	Associate	10	\$198.00	\$221.50	\$238.00	\$217.38	\$243.13	\$260.58
Syracuse, NY	Partner	9	\$235.00	\$240.00	\$240.00	\$235.64	\$242.02	\$269.23
	Associate	8	\$172.50	\$175.00	\$175.00	\$172.50	\$159.05	\$154.16
Tampa, FL	Partner	11	\$255.00	\$320.18	\$426.80	\$327.85	\$421.20	\$359.88
	Associate	n/a	n/a	n/a	n/a	n/a	\$255.85	\$236.80
Washington, DC	Partner	10	\$304.42	\$462.29	\$765.00	\$517.27	\$598.11	\$583.28
	Associate	14	\$213.00	\$425.00	\$560.00	\$410.20	\$368.96	\$357.31

Section III: Practice Area Analysis

Bankruptcy and Collections

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	107	\$270.00	\$315.00	\$435.00	\$370.61	\$361.91	\$365.68
	Non-Litigation	146	\$275.00	\$350.00	\$460.00	\$388.42	\$385.66	\$385.37
21 or More Years	Litigation	204	\$278.70	\$360.00	\$450.00	\$400.70	\$405.71	\$423.65
	Non-Litigation	244	\$334.75	\$410.00	\$487.29	\$443.73	\$462.09	\$458.56

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	9	\$190.00	\$210.00	\$255.00	\$222.54	\$246.38	\$240.63
	Non-Litigation	35	\$189.73	\$236.62	\$350.00	\$265.66	\$223.13	\$244.45
3 to Fewer Than 7 Years	Litigation	48	\$196.75	\$225.00	\$259.50	\$241.72	\$269.06	\$287.77
	Non-Litigation	60	\$225.00	\$265.00	\$321.30	\$296.55	\$282.55	\$313.40
7 and More Years	Litigation	92	\$225.00	\$257.58	\$345.00	\$288.09	\$300.13	\$288.72
	Non-Litigation	98	\$220.00	\$275.00	\$350.00	\$319.04	\$300.75	\$309.46

Section III: Practice Area Analysis

Bankruptcy and Collections

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	110	\$235.00	\$276.20	\$350.06	\$299.65	\$291.39	\$301.52
		Associate	75	\$185.00	\$225.00	\$275.00	\$237.21	\$224.78	\$214.47
	Non-Litigation	Partner	88	\$235.00	\$263.64	\$325.00	\$274.66	\$292.95	\$307.42
		Associate	55	\$185.00	\$210.00	\$240.00	\$213.48	\$215.86	\$218.92
51-200 Lawyers	Litigation	Partner	114	\$285.14	\$335.89	\$417.36	\$363.75	\$342.45	\$352.70
		Associate	70	\$200.00	\$245.00	\$275.00	\$254.18	\$230.22	\$233.72
	Non-Litigation	Partner	130	\$288.00	\$360.00	\$410.00	\$363.22	\$353.98	\$365.67
		Associate	85	\$200.00	\$224.00	\$255.20	\$229.05	\$288.82	\$352.07
201-500 Lawyers	Litigation	Partner	81	\$300.00	\$360.00	\$510.00	\$427.40	\$424.71	\$428.56
		Associate	54	\$250.00	\$265.84	\$305.00	\$285.01	\$303.60	\$297.48
	Non-Litigation	Partner	147	\$350.00	\$422.03	\$519.00	\$460.43	\$436.46	\$414.89
		Associate	93	\$239.75	\$276.26	\$350.00	\$321.26	\$277.18	\$271.27
501-1,000 Lawyers	Litigation	Partner	24	\$394.00	\$475.00	\$579.00	\$519.27	\$546.74	\$526.67
		Associate	26	\$250.00	\$292.50	\$460.00	\$344.85	\$371.82	\$332.48
	Non-Litigation	Partner	35	\$428.00	\$595.00	\$710.00	\$587.98	\$632.48	\$567.52
		Associate	31	\$325.00	\$395.90	\$504.00	\$418.83	\$393.92	\$370.23
More Than 1,000 Lawyers	Litigation	Partner	34	\$395.00	\$446.89	\$625.00	\$532.81	\$618.26	\$660.20
		Associate	34	\$190.00	\$238.01	\$370.00	\$279.27	\$378.84	\$394.45
	Non-Litigation	Partner	34	\$410.00	\$484.23	\$800.00	\$583.01	\$707.08	\$698.65
		Associate	25	\$275.00	\$350.00	\$425.00	\$367.45	\$475.52	\$474.56

Section III: Practice Area Analysis

Commercial

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	73	\$380.00	\$525.78	\$640.00	\$522.55	\$526.43	\$510.72
	Associate	56	\$145.25	\$311.25	\$462.40	\$321.49	\$347.64	\$320.77
Austin, TX	Partner	22	\$337.50	\$426.25	\$525.00	\$466.89	\$437.01	\$461.00
	Associate	8	\$254.93	\$268.00	\$362.50	\$310.83	\$327.92	\$361.73
Baltimore, MD	Partner	26	\$425.00	\$474.31	\$585.00	\$498.06	\$520.20	\$491.18
	Associate	19	\$266.00	\$293.15	\$369.00	\$323.93	\$410.73	\$327.47
Birmingham, AL	Partner	23	\$300.00	\$410.00	\$480.00	\$390.45	\$416.71	\$388.73
	Associate	14	\$180.00	\$215.00	\$245.00	\$217.60	\$241.43	\$238.49
Boston, MA	Partner	55	\$350.00	\$495.00	\$693.00	\$531.01	\$517.47	\$504.67
	Associate	43	\$260.00	\$287.80	\$430.00	\$358.14	\$369.55	\$365.00
Buffalo, NY	Partner	18	\$283.50	\$297.00	\$339.22	\$308.03	\$309.26	\$306.61
	Associate	17	\$207.00	\$216.00	\$234.00	\$227.30	n/a	n/a
Charlotte, NC	Partner	23	\$390.00	\$480.00	\$525.00	\$451.96	\$464.14	\$498.74
	Associate	31	\$150.00	\$190.00	\$305.00	\$222.41	\$202.79	\$301.15
Chicago, IL	Partner	248	\$445.70	\$601.25	\$798.50	\$630.69	\$618.91	\$581.53
	Associate	199	\$324.55	\$390.00	\$505.00	\$418.73	\$393.63	\$362.49
Cincinnati, OH	Partner	20	\$349.62	\$407.50	\$450.00	\$392.11	\$398.76	\$394.39
	Associate	8	\$206.00	\$235.42	\$300.00	\$251.24	\$244.09	\$246.32
Cleveland, OH	Partner	68	\$341.17	\$412.44	\$553.50	\$450.80	\$452.83	\$429.47
	Associate	73	\$217.69	\$260.00	\$310.00	\$265.27	\$263.23	\$253.43
Columbia, SC	Partner	19	\$340.00	\$398.65	\$470.00	\$398.87	\$356.84	\$339.28
	Associate	12	\$245.00	\$252.50	\$265.00	\$251.84	\$229.20	\$235.49
Columbus, OH	Partner	11	\$385.00	\$449.00	\$475.00	\$426.00	\$415.00	\$429.00
	Associate	10	\$235.00	\$310.00	\$350.00	\$308.00	\$319.00	\$301.00
Dallas, TX	Partner	38	\$355.00	\$559.38	\$725.00	\$552.14	\$572.98	\$479.18
	Associate	29	\$305.00	\$369.00	\$432.00	\$404.43	\$367.66	\$334.91
Denver, CO	Partner	26	\$310.00	\$380.00	\$505.00	\$410.11	\$405.25	\$426.49
	Associate	12	\$205.00	\$290.50	\$343.00	\$277.25	\$258.25	\$286.97
Des Moines, IA	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Associate	10	\$210.00	\$268.19	\$315.00	\$264.67	\$244.57	n/a
Detroit, MI	Partner	19	\$375.00	\$400.50	\$510.00	\$427.08	\$367.16	\$346.23
	Associate	24	\$222.50	\$250.00	\$275.15	\$250.14	\$253.93	\$245.71
Greenville, SC	Partner	17	\$325.00	\$380.00	\$410.00	\$364.50	\$338.58	\$284.91
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hartford, CT	Partner	13	\$300.00	\$400.00	\$550.00	\$433.68	\$485.17	\$430.74
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$276.33

Section III: Practice Area Analysis

Commercial

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Houston, TX	Partner	34	\$425.00	\$585.00	\$754.94	\$587.32	\$525.67	\$506.43
	Associate	23	\$295.00	\$425.00	\$585.00	\$442.39	\$347.90	\$322.28
Indianapolis, IN	Partner	27	\$295.00	\$385.00	\$500.00	\$398.05	\$400.64	\$387.36
	Associate	13	\$250.00	\$285.00	\$375.00	\$310.77	\$266.67	\$254.16
Jackson, MS	Partner	20	\$250.00	\$410.00	\$510.00	\$396.25	\$403.57	n/a
	Associate	8	\$215.00	\$225.00	\$225.00	\$213.63	\$209.90	n/a
Kansas City, MO	Partner	35	\$335.00	\$400.00	\$475.00	\$420.42	\$425.19	\$464.69
	Associate	21	\$245.00	\$260.00	\$295.00	\$266.83	\$268.90	\$268.27
Los Angeles, CA	Partner	137	\$500.00	\$650.00	\$846.00	\$665.16	\$602.61	\$584.03
	Associate	187	\$358.00	\$465.00	\$590.00	\$489.93	\$455.28	\$406.17
Memphis, TN	Partner	10	\$260.00	\$343.00	\$425.00	\$340.20	\$277.62	\$291.60
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Miami, FL	Partner	49	\$315.00	\$450.00	\$574.00	\$439.46	\$428.91	\$405.36
	Associate	34	\$200.00	\$280.50	\$344.00	\$281.84	\$297.62	\$294.27
Milwaukee, WI	Partner	34	\$330.00	\$387.50	\$445.00	\$430.81	\$407.81	\$396.79
	Associate	26	\$225.00	\$268.00	\$285.00	\$274.47	\$256.38	\$253.60
Minneapolis, MN	Partner	68	\$402.00	\$492.50	\$607.50	\$490.33	\$456.16	\$444.49
	Associate	46	\$265.00	\$300.00	\$375.00	\$317.36	\$288.36	\$278.73
Nashville, TN	Partner	11	\$325.00	\$373.44	\$515.00	\$406.58	\$348.08	\$389.30
	Associate	n/a	n/a	n/a	n/a	n/a	\$205.54	\$215.60
New Haven, CT	Partner	9	\$400.00	\$440.00	\$500.03	\$429.78	n/a	\$388.50
	Associate	7	\$255.00	\$275.00	\$275.00	\$263.82	n/a	n/a
New Orleans, LA	Partner	13	\$225.00	\$250.00	\$350.00	\$286.92	\$288.51	\$299.74
	Associate	14	\$130.00	\$175.00	\$200.00	\$169.29	\$195.00	\$218.67
New York, NY	Partner	248	\$475.00	\$685.00	\$935.28	\$717.47	\$699.40	\$673.46
	Associate	207	\$315.00	\$444.00	\$660.00	\$481.80	\$463.34	\$448.50
Oklahoma City, OK	Partner	10	\$250.00	\$277.75	\$315.00	\$289.45	\$278.50	\$267.22
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$185.36
Orlando, FL	Partner	7	\$453.00	\$455.00	\$495.00	\$480.43	\$439.41	\$423.09
	Associate	10	\$230.00	\$275.00	\$280.00	\$269.50	\$279.66	\$271.20
Philadelphia, PA	Partner	146	\$465.00	\$578.13	\$705.00	\$579.66	\$554.73	\$561.29
	Associate	146	\$264.00	\$312.50	\$395.79	\$323.63	\$336.92	\$328.25
Phoenix, AZ	Partner	17	\$340.00	\$410.00	\$498.75	\$421.73	\$398.12	\$412.64
	Associate	13	\$270.57	\$306.00	\$320.00	\$302.47	\$178.71	\$193.26
Pittsburgh, PA	Partner	28	\$283.00	\$335.00	\$395.00	\$352.36	\$464.86	\$464.22
	Associate	41	\$210.00	\$255.00	\$300.00	\$267.05	\$281.69	\$289.60

Section III: Practice Area Analysis

Commercial

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Portland, OR	Partner	32	\$325.00	\$392.00	\$467.60	\$398.48	\$379.78	\$359.94
	Associate	63	\$232.00	\$270.00	\$316.04	\$272.76	\$261.82	\$240.43
Richmond, VA	Partner	19	\$300.00	\$350.00	\$595.00	\$437.86	\$531.07	\$491.55
	Associate	21	\$295.00	\$330.00	\$395.00	\$333.08	\$379.77	\$311.42
Salt Lake City, UT	Partner	16	\$295.03	\$402.38	\$498.17	\$396.65	\$412.97	\$360.43
	Associate	7	\$170.00	\$205.00	\$280.00	\$220.68	n/a	\$204.79
San Diego, CA	Partner	10	\$340.00	\$742.84	\$819.00	\$605.85	\$559.14	\$616.42
	Associate	n/a	n/a	n/a	n/a	n/a	\$383.83	\$394.84
San Francisco, CA	Partner	60	\$472.50	\$616.69	\$740.24	\$619.73	\$600.28	\$598.63
	Associate	36	\$350.50	\$445.54	\$546.50	\$478.96	\$438.04	\$418.59
San Jose, CA	Partner	20	\$648.38	\$759.25	\$840.22	\$715.10	\$707.27	\$595.29
	Associate	7	\$160.00	\$415.00	\$437.75	\$345.39	\$437.57	\$405.14
San Juan, PR	Partner	14	\$190.00	\$205.00	\$240.00	\$218.99	\$243.22	\$235.62
	Associate	10	\$145.00	\$150.00	\$165.00	\$153.14	\$151.97	\$152.90
Seattle, WA	Partner	72	\$371.00	\$430.50	\$490.00	\$433.22	\$448.78	\$442.16
	Associate	48	\$247.47	\$282.00	\$345.84	\$303.53	\$295.71	\$313.09
St. Louis, MO	Partner	23	\$420.00	\$440.00	\$475.00	\$448.26	\$433.42	\$418.59
	Associate	7	\$232.00	\$275.00	\$300.00	\$261.71	\$272.25	\$249.12
Tampa, FL	Partner	10	\$250.00	\$372.50	\$475.00	\$375.10	\$441.56	\$374.80
	Associate	n/a	n/a	n/a	n/a	n/a	\$300.99	\$266.24
Washington, DC	Partner	346	\$587.25	\$706.50	\$845.10	\$728.84	\$695.64	\$699.77
	Associate	252	\$357.93	\$437.77	\$516.58	\$451.30	\$432.15	\$442.37

Section III: Practice Area Analysis

Commercial

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	432	\$300.00	\$442.50	\$604.50	\$484.92	\$471.77	\$453.65
	Non-Litigation	425	\$365.00	\$485.00	\$650.00	\$524.71	\$511.46	\$520.76
21 or More Years	Litigation	663	\$395.00	\$551.12	\$725.00	\$576.10	\$553.16	\$523.89
	Non-Litigation	606	\$425.00	\$557.46	\$730.00	\$596.92	\$600.38	\$585.06

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	104	\$208.75	\$272.36	\$372.50	\$307.31	\$298.86	\$285.37
	Non-Litigation	98	\$209.18	\$252.10	\$350.00	\$286.48	\$311.73	\$329.23
3 to Fewer Than 7 Years	Litigation	221	\$230.00	\$312.00	\$460.00	\$359.38	\$376.86	\$359.80
	Non-Litigation	200	\$268.38	\$335.00	\$459.10	\$381.88	\$399.34	\$403.62
7 and More Years	Litigation	264	\$248.00	\$338.45	\$479.31	\$381.58	\$367.20	\$359.49
	Non-Litigation	209	\$280.00	\$345.00	\$495.30	\$399.23	\$413.38	\$404.27

Section III: Practice Area Analysis

Commercial

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	207	\$250.00	\$309.76	\$410.00	\$340.62	\$328.96	\$326.16
		Associate	142	\$190.00	\$225.00	\$295.00	\$254.62	\$238.78	\$235.01
	Non-Litigation	Partner	218	\$250.00	\$347.50	\$425.00	\$357.05	\$353.88	\$344.14
		Associate	110	\$175.00	\$225.00	\$300.00	\$246.77	\$236.45	\$234.92
51-200 Lawyers	Litigation	Partner	300	\$283.50	\$381.00	\$510.00	\$412.41	\$424.49	\$391.28
		Associate	203	\$189.00	\$225.00	\$278.00	\$247.11	\$263.34	\$247.94
	Non-Litigation	Partner	212	\$333.50	\$397.94	\$494.09	\$428.00	\$423.71	\$422.83
		Associate	134	\$220.00	\$260.00	\$319.50	\$280.63	\$254.87	\$248.34
201-500 Lawyers	Litigation	Partner	286	\$395.00	\$510.00	\$625.00	\$520.43	\$503.82	\$487.89
		Associate	204	\$264.00	\$300.61	\$395.00	\$340.13	\$318.41	\$300.16
	Non-Litigation	Partner	272	\$447.50	\$531.04	\$647.00	\$551.39	\$526.46	\$502.52
		Associate	178	\$264.00	\$329.00	\$420.00	\$349.77	\$344.15	\$338.21
501-1,000 Lawyers	Litigation	Partner	258	\$539.89	\$650.00	\$830.00	\$695.51	\$638.87	\$621.13
		Associate	242	\$295.00	\$375.00	\$464.80	\$400.17	\$401.04	\$405.39
	Non-Litigation	Partner	287	\$480.00	\$580.18	\$740.00	\$640.10	\$650.39	\$653.87
		Associate	310	\$286.00	\$350.00	\$445.00	\$386.09	\$386.97	\$415.05
More Than 1,000 Lawyers	Litigation	Partner	234	\$606.94	\$740.27	\$877.00	\$750.58	\$717.49	\$720.21
		Associate	262	\$349.00	\$475.67	\$590.00	\$486.03	\$465.29	\$447.93
	Non-Litigation	Partner	266	\$615.00	\$775.00	\$938.00	\$777.44	\$754.31	\$713.64
		Associate	242	\$347.60	\$450.00	\$570.00	\$469.78	\$460.52	\$426.15

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	30	\$585.00	\$678.75	\$825.00	\$705.87	\$709.08	\$671.50
	Associate	41	\$302.95	\$375.00	\$474.15	\$372.61	\$469.72	\$428.60
Baltimore, MD	Partner	8	\$481.50	\$705.50	\$812.38	\$654.27	\$605.58	\$616.25
	Associate	16	\$375.75	\$465.25	\$571.25	\$473.24	\$441.64	\$433.21
Boston, MA	Partner	24	\$730.00	\$900.00	\$1,032.50	\$882.01	\$817.81	\$807.25
	Associate	36	\$380.00	\$480.00	\$572.50	\$481.30	\$400.84	\$490.94
Chicago, IL	Partner	112	\$646.24	\$748.50	\$900.00	\$772.24	\$756.67	\$702.93
	Associate	106	\$385.00	\$445.00	\$566.00	\$474.21	\$488.05	\$452.19
Cleveland, OH	Partner	28	\$421.86	\$540.00	\$600.00	\$534.26	\$544.33	\$601.96
	Associate	25	\$245.00	\$275.00	\$315.00	\$303.00	\$369.35	\$306.93
Dallas, TX	Partner	17	\$585.00	\$775.00	\$850.00	\$722.92	\$795.36	\$742.24
	Associate	22	\$462.21	\$605.00	\$720.00	\$593.46	\$549.35	\$493.48
Houston, TX	Partner	n/a	n/a	n/a	n/a	n/a	\$814.45	\$641.17
	Associate	10	\$430.00	\$524.64	\$632.64	\$544.44	\$476.41	\$390.08
Los Angeles, CA	Partner	39	\$658.76	\$900.00	\$1,017.00	\$880.66	\$908.15	\$842.22
	Associate	77	\$425.00	\$557.60	\$675.00	\$591.33	\$561.41	\$559.83
Nashville, TN	Partner	25	\$382.50	\$423.00	\$475.00	\$426.46	\$396.73	\$383.76
	Associate	31	\$202.50	\$216.00	\$270.00	\$236.47	\$215.48	\$201.94
New York, NY	Partner	307	\$902.07	\$1,088.00	\$1,200.00	\$1,042.66	\$1,025.00	\$941.60
	Associate	893	\$423.41	\$565.00	\$740.00	\$550.19	\$608.29	\$556.62
Philadelphia, PA	Partner	76	\$529.38	\$645.00	\$772.50	\$668.53	\$642.38	\$592.89
	Associate	68	\$302.50	\$327.97	\$405.00	\$360.11	\$360.31	\$343.95
Pittsburgh, PA	Partner	20	\$482.50	\$630.00	\$720.50	\$598.52	\$562.43	\$559.77
	Associate	27	\$255.00	\$285.00	\$336.00	\$309.67	\$344.31	\$352.52
San Francisco, CA	Partner	29	\$660.00	\$814.00	\$1,088.00	\$839.63	\$847.90	\$822.95
	Associate	17	\$450.80	\$530.00	\$640.00	\$557.48	\$564.14	\$519.09
San Jose, CA	Partner	28	\$810.02	\$1,074.25	\$1,275.00	\$1,009.23	\$895.83	\$783.03
	Associate	27	\$510.20	\$585.00	\$801.00	\$657.04	\$536.31	\$485.25
Seattle, WA	Partner	39	\$460.00	\$505.00	\$529.50	\$496.25	\$485.58	\$469.29
	Associate	21	\$248.00	\$300.00	\$338.00	\$300.13	\$328.12	\$277.25
Washington, DC	Partner	173	\$654.50	\$790.00	\$925.00	\$808.47	\$820.16	\$763.95
	Associate	219	\$361.25	\$450.50	\$544.00	\$475.93	\$480.60	\$453.04

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	n/a	n/a	n/a	n/a	n/a	\$447.92	\$586.93
	Non-Litigation	347	\$550.00	\$725.00	\$940.00	\$748.71	\$750.16	\$685.02
21 or More Years	Litigation	12	\$615.00	\$675.00	\$730.00	\$653.67	\$580.57	\$635.76
	Non-Litigation	484	\$615.50	\$863.00	\$1,088.00	\$863.98	\$832.96	\$773.48

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Non-Litigation	97	\$325.00	\$383.00	\$530.00	\$422.70	\$422.16	\$399.33
3 to Fewer Than 7 Years	Litigation	n/a	n/a	n/a	n/a	n/a	n/a	\$386.66
	Non-Litigation	218	\$405.00	\$585.73	\$740.00	\$573.24	\$568.89	\$504.19
7 and More Years	Litigation	n/a	n/a	n/a	n/a	n/a	n/a	\$462.10
	Non-Litigation	246	\$435.00	\$631.45	\$755.00	\$600.81	\$599.40	\$549.99

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Non-Litigation	Partner	37	\$350.00	\$500.00	\$580.00	\$488.99	\$479.88	\$457.13
		Associate	23	\$211.00	\$395.00	\$500.00	\$367.00	\$336.10	\$258.17
51-200 Lawyers	Non-Litigation	Partner	124	\$426.25	\$540.00	\$719.99	\$565.77	\$518.22	\$464.29
		Associate	98	\$235.00	\$270.00	\$355.50	\$292.88	\$274.63	\$275.28
201-500 Lawyers	Litigation	Partner	10	\$550.00	\$597.50	\$650.00	\$607.50	\$485.53	\$556.45
		Associate	n/a	n/a	n/a	n/a	n/a	\$378.13	\$376.15
	Non-Litigation	Partner	76	\$475.00	\$542.50	\$629.60	\$574.28	\$604.40	\$572.85
		Associate	47	\$300.00	\$325.00	\$375.00	\$348.51	\$390.14	\$363.30
501-1,000 Lawyers	Non-Litigation	Partner	360	\$699.07	\$969.58	\$1,103.00	\$912.95	\$866.91	\$835.61
		Associate	771	\$310.00	\$490.00	\$705.00	\$491.67	\$545.04	\$496.35
More Than 1,000 Lawyers	Non-Litigation	Partner	423	\$684.36	\$840.40	\$1,030.15	\$875.65	\$859.77	\$794.73
		Associate	735	\$408.00	\$525.00	\$691.54	\$555.60	\$535.85	\$504.70

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	39	\$400.00	\$607.19	\$675.00	\$586.91	\$543.68	\$511.13
	Associate	52	\$123.75	\$324.78	\$435.00	\$313.76	\$395.21	\$372.77
Austin, TX	Partner	14	\$375.00	\$447.50	\$475.00	\$460.30	\$436.17	\$453.80
	Associate	8	\$302.39	\$392.50	\$533.58	\$413.12	\$357.89	\$348.17
Baltimore, MD	Partner	25	\$475.00	\$550.00	\$680.00	\$564.87	\$525.49	\$515.67
	Associate	35	\$326.00	\$390.00	\$487.50	\$408.56	\$321.02	\$354.70
Birmingham, AL	Partner	20	\$385.00	\$440.00	\$476.35	\$429.46	\$374.30	\$339.27
	Associate	8	\$260.00	\$282.50	\$320.00	\$288.13	\$254.60	\$238.40
Boston, MA	Partner	39	\$490.00	\$665.00	\$825.00	\$645.65	\$707.76	\$667.40
	Associate	41	\$260.00	\$353.00	\$460.00	\$386.53	\$430.36	\$398.71
Charlotte, NC	Partner	16	\$497.50	\$569.50	\$805.00	\$629.55	\$654.28	\$529.12
	Associate	8	\$315.00	\$395.13	\$409.38	\$398.63	n/a	\$330.55
Chicago, IL	Partner	139	\$625.00	\$744.00	\$850.00	\$734.19	\$632.82	\$642.02
	Associate	146	\$368.53	\$440.88	\$575.00	\$457.53	\$417.89	\$395.32
Dallas, TX	Partner	18	\$360.00	\$559.00	\$686.15	\$542.85	\$541.37	\$501.16
	Associate	19	\$250.00	\$350.00	\$500.00	\$372.26	\$364.31	\$333.05
Denver, CO	Partner	18	\$370.00	\$484.63	\$505.00	\$459.23	\$548.56	\$505.58
	Associate	n/a	n/a	n/a	n/a	n/a	\$293.47	\$316.00
Indianapolis, IN	Partner	24	\$360.24	\$396.03	\$480.00	\$404.48	\$410.01	\$411.30
	Associate	13	\$195.00	\$235.00	\$235.97	\$225.46	\$215.20	\$219.39
Kansas City, MO	Partner	19	\$420.00	\$495.00	\$550.00	\$491.08	\$434.90	\$409.44
	Associate	14	\$245.00	\$332.84	\$405.00	\$328.08	\$325.61	\$295.93
Los Angeles, CA	Partner	84	\$570.00	\$672.50	\$838.75	\$705.19	\$730.13	\$683.50
	Associate	152	\$438.50	\$488.00	\$613.00	\$519.42	\$488.82	\$476.86
Miami, FL	Partner	34	\$435.00	\$497.50	\$600.00	\$515.85	\$474.98	\$465.64
	Associate	22	\$260.00	\$352.50	\$420.00	\$349.93	\$280.13	\$270.50
Minneapolis, MN	Partner	27	\$425.00	\$470.00	\$545.00	\$480.44	\$472.62	\$479.85
	Associate	15	\$255.00	\$280.00	\$340.00	\$293.40	\$304.72	\$279.12
Nashville, TN	Partner	32	\$378.00	\$442.00	\$490.58	\$423.54	\$387.62	\$359.85
	Associate	36	\$202.50	\$235.00	\$288.00	\$246.88	\$219.69	\$201.45
New York, NY	Partner	284	\$638.61	\$900.00	\$1,080.17	\$853.15	\$880.30	\$824.06
	Associate	351	\$390.00	\$538.90	\$680.66	\$536.69	\$533.69	\$517.87
Philadelphia, PA	Partner	83	\$535.00	\$672.00	\$764.88	\$646.88	\$612.29	\$592.91
	Associate	120	\$285.00	\$360.00	\$431.44	\$358.16	\$343.52	\$324.22
Phoenix, AZ	Partner	12	\$300.00	\$355.00	\$472.50	\$376.67	\$380.14	\$367.74
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$224.03

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Pittsburgh, PA	Partner	16	\$486.00	\$530.77	\$575.00	\$509.60	\$528.62	\$497.29
	Associate	38	\$275.00	\$355.00	\$405.00	\$341.32	\$362.82	\$312.75
Portland, OR	Partner	9	\$403.03	\$476.84	\$494.08	\$454.55	\$451.54	\$442.68
	Associate	35	\$246.06	\$274.00	\$317.42	\$286.79	\$278.72	\$266.09
Richmond, VA	Partner	23	\$293.35	\$336.00	\$380.00	\$387.93	\$408.71	\$400.16
	Associate	23	\$221.00	\$285.00	\$365.00	\$300.61	\$310.76	\$316.81
San Francisco, CA	Partner	47	\$531.07	\$650.00	\$795.00	\$654.69	\$639.86	\$639.14
	Associate	31	\$300.00	\$400.00	\$480.00	\$414.21	\$447.51	\$410.50
San Juan, PR	Partner	20	\$190.79	\$215.17	\$247.74	\$221.60	\$228.43	\$187.86
	Associate	18	\$140.00	\$148.13	\$155.00	\$148.54	\$144.21	\$147.04
Seattle, WA	Partner	48	\$409.55	\$476.00	\$540.50	\$489.90	\$469.21	\$454.71
	Associate	13	\$239.00	\$268.39	\$360.00	\$298.04	\$318.51	\$295.65
St. Louis, MO	Partner	16	\$335.50	\$353.00	\$475.00	\$388.80	\$376.80	\$397.44
	Associate	n/a	n/a	n/a	n/a	n/a	\$197.63	n/a
Washington, DC	Partner	590	\$605.00	\$720.00	\$853.13	\$732.42	\$713.23	\$693.53
	Associate	454	\$358.06	\$455.00	\$548.00	\$470.76	\$462.50	\$440.29

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	208	\$475.00	\$683.63	\$792.26	\$655.26	\$582.78	\$569.97
	Non-Litigation	425	\$395.00	\$559.00	\$726.01	\$581.96	\$585.01	\$554.56
21 or More Years	Litigation	357	\$545.00	\$740.00	\$909.50	\$730.60	\$686.96	\$651.39
	Non-Litigation	685	\$470.00	\$635.00	\$830.00	\$658.27	\$642.38	\$618.18

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	80	\$315.00	\$391.95	\$480.00	\$407.57	\$334.02	\$344.71
	Non-Litigation	129	\$269.10	\$323.90	\$444.00	\$353.74	\$357.30	\$319.36
3 to Fewer Than 7 Years	Litigation	129	\$370.00	\$540.00	\$630.30	\$504.00	\$434.15	\$457.64
	Non-Litigation	236	\$268.74	\$405.00	\$550.00	\$427.58	\$436.05	\$414.04
7 and More Years	Litigation	144	\$359.50	\$438.50	\$640.50	\$498.71	\$463.21	\$476.21
	Non-Litigation	208	\$336.50	\$433.88	\$647.50	\$483.55	\$456.78	\$428.55

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	70	\$261.37	\$425.00	\$525.00	\$424.80	\$422.93	\$413.91
		Associate	51	\$160.00	\$295.00	\$385.00	\$309.61	\$282.71	\$278.59
	Non-Litigation	Partner	221	\$295.00	\$385.00	\$502.01	\$406.34	\$405.16	\$395.45
		Associate	104	\$210.00	\$265.00	\$355.50	\$283.94	\$275.76	\$272.05
51-200 Lawyers	Litigation	Partner	103	\$364.50	\$490.00	\$714.44	\$534.49	\$504.57	\$506.94
		Associate	67	\$250.00	\$330.00	\$395.00	\$338.63	\$289.36	\$317.31
	Non-Litigation	Partner	201	\$330.00	\$428.41	\$650.00	\$479.47	\$443.40	\$427.32
		Associate	179	\$193.50	\$247.00	\$345.00	\$283.81	\$266.64	\$248.37
201-500 Lawyers	Litigation	Partner	104	\$487.50	\$686.50	\$805.00	\$675.48	\$539.84	\$477.52
		Associate	92	\$360.40	\$454.00	\$585.67	\$466.07	\$340.04	\$301.76
	Non-Litigation	Partner	271	\$430.00	\$550.00	\$685.00	\$590.04	\$580.28	\$533.61
		Associate	172	\$280.00	\$339.77	\$446.00	\$377.31	\$363.47	\$342.72
501-1,000 Lawyers	Litigation	Partner	234	\$655.00	\$797.50	\$954.42	\$809.35	\$799.54	\$781.03
		Associate	268	\$390.00	\$492.00	\$618.00	\$505.09	\$514.59	\$508.40
	Non-Litigation	Partner	368	\$550.12	\$691.77	\$860.00	\$737.49	\$735.63	\$703.38
		Associate	417	\$324.00	\$420.00	\$545.41	\$446.33	\$469.47	\$432.15
More Than 1,000 Lawyers	Litigation	Partner	176	\$667.00	\$775.00	\$930.00	\$801.33	\$757.18	\$720.34
		Associate	210	\$395.00	\$475.00	\$615.00	\$502.47	\$451.43	\$455.70
	Non-Litigation	Partner	272	\$654.78	\$780.00	\$907.00	\$785.69	\$778.82	\$755.74
		Associate	274	\$390.00	\$498.44	\$622.50	\$509.17	\$492.69	\$473.07

Section III: Practice Area Analysis

Corporate: Other

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Akron, OH	Partner	12	\$277.50	\$337.50	\$379.99	\$333.57	\$335.67	\$324.83
	Associate	n/a	n/a	n/a	n/a	n/a	\$195.00	\$198.57
Albany, NY	Partner	10	\$250.00	\$302.50	\$405.00	\$336.95	\$307.85	\$342.66
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Atlanta, GA	Partner	185	\$450.00	\$593.46	\$722.00	\$595.80	\$576.79	\$563.14
	Associate	209	\$250.00	\$348.60	\$485.55	\$362.52	\$361.51	\$349.54
Austin, TX	Partner	41	\$291.97	\$360.00	\$524.40	\$446.40	\$436.04	\$456.16
	Associate	31	\$225.00	\$261.00	\$390.87	\$304.42	\$279.76	\$326.61
Baltimore, MD	Partner	47	\$450.24	\$600.00	\$742.50	\$600.81	\$541.53	\$554.16
	Associate	76	\$292.69	\$369.50	\$430.00	\$375.15	\$372.87	\$375.70
Birmingham, AL	Partner	57	\$285.00	\$345.00	\$420.00	\$352.03	\$327.16	\$338.79
	Associate	43	\$198.00	\$210.00	\$285.00	\$229.27	\$231.60	\$213.17
Boston, MA	Partner	128	\$450.00	\$606.25	\$765.08	\$626.45	\$615.08	\$604.28
	Associate	158	\$291.21	\$380.00	\$489.00	\$414.27	\$392.42	\$369.87
Bridgeport, CT	Partner	13	\$292.00	\$461.35	\$485.00	\$442.29	\$424.35	\$445.84
	Associate	n/a	n/a	n/a	n/a	n/a	\$256.41	\$301.18
Buffalo, NY	Partner	20	\$270.00	\$310.00	\$372.50	\$318.94	\$295.67	\$295.18
	Associate	13	\$145.00	\$170.00	\$230.00	\$181.09	\$190.89	\$202.78
Charlotte, NC	Partner	25	\$445.00	\$560.00	\$755.00	\$602.47	\$581.61	\$514.73
	Associate	20	\$277.50	\$303.00	\$356.17	\$323.87	\$352.75	\$337.51
Chicago, IL	Partner	566	\$585.00	\$746.07	\$885.00	\$735.25	\$691.56	\$672.91
	Associate	588	\$361.66	\$439.50	\$545.00	\$453.21	\$440.81	\$415.99
Cincinnati, OH	Partner	25	\$408.00	\$440.42	\$481.00	\$450.80	\$461.01	\$409.54
	Associate	16	\$226.33	\$270.50	\$297.50	\$268.92	\$251.10	\$235.52
Cleveland, OH	Partner	91	\$350.00	\$425.00	\$625.00	\$489.55	\$459.75	\$453.67
	Associate	91	\$235.00	\$250.00	\$325.00	\$281.22	\$271.47	\$276.51
Columbia, SC	Partner	24	\$307.50	\$375.00	\$430.85	\$362.57	\$365.70	\$357.08
	Associate	11	\$160.00	\$180.00	\$275.00	\$206.36	\$248.64	\$233.91
Columbus, OH	Partner	17	\$385.00	\$430.00	\$528.00	\$471.00	\$504.00	\$446.00
	Associate	11	\$234.00	\$250.00	\$320.00	\$274.00	\$293.00	\$263.00
Dallas, TX	Partner	86	\$450.00	\$655.40	\$795.00	\$637.71	\$592.38	\$510.37
	Associate	105	\$325.00	\$420.00	\$520.00	\$425.04	\$403.21	\$369.17
Denver, CO	Partner	41	\$391.00	\$459.02	\$570.00	\$488.65	\$440.29	\$418.48
	Associate	35	\$225.26	\$275.00	\$350.00	\$297.28	\$309.57	\$298.87
Detroit, MI	Partner	24	\$198.46	\$348.08	\$456.10	\$348.01	\$366.40	\$378.48
	Associate	26	\$215.00	\$232.25	\$310.00	\$248.73	\$243.16	\$238.59

Section III: Practice Area Analysis

Corporate: Other

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Greenville, SC	Partner	11	\$300.00	\$355.00	\$400.00	\$343.95	\$366.15	\$361.81
	Associate	n/a	n/a	n/a	n/a	n/a	\$243.05	\$253.45
Hartford, CT	Partner	39	\$390.00	\$425.00	\$490.00	\$433.31	\$437.18	\$421.20
	Associate	26	\$254.79	\$287.50	\$340.00	\$294.21	\$266.19	\$294.95
Honolulu, HI	Partner	11	\$325.00	\$395.00	\$425.00	\$387.53	\$406.72	\$356.69
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Houston, TX	Partner	58	\$472.50	\$717.50	\$850.00	\$681.52	\$614.88	\$622.40
	Associate	40	\$285.00	\$398.25	\$557.50	\$436.73	\$379.23	\$401.88
Indianapolis, IN	Partner	31	\$250.00	\$405.00	\$525.00	\$407.44	\$407.38	\$403.55
	Associate	20	\$199.71	\$206.05	\$263.90	\$233.66	\$266.28	\$275.90
Jackson, MS	Partner	24	\$276.00	\$377.50	\$438.00	\$367.28	\$357.26	\$335.48
	Associate	8	\$195.83	\$225.00	\$238.58	\$220.48	\$204.00	\$208.81
Kansas City, MO	Partner	43	\$368.67	\$463.00	\$513.70	\$472.07	\$469.09	\$449.16
	Associate	32	\$225.00	\$250.00	\$294.50	\$282.05	\$284.32	\$279.01
Las Vegas, NV	Partner	28	\$265.00	\$387.33	\$547.50	\$406.55	\$332.57	\$342.08
	Associate	12	\$235.00	\$285.00	\$320.00	\$277.94	\$282.48	\$286.57
Los Angeles, CA	Partner	292	\$534.21	\$748.76	\$969.24	\$759.34	\$735.95	\$665.41
	Associate	364	\$421.80	\$530.00	\$664.01	\$535.71	\$441.14	\$430.32
Louisville, KY	Partner	16	\$337.50	\$385.00	\$452.50	\$395.02	\$363.50	\$365.43
	Associate	n/a	n/a	n/a	n/a	n/a	\$222.14	\$225.00
Memphis, TN	Partner	19	\$295.00	\$364.50	\$405.00	\$345.67	\$312.47	\$326.10
	Associate	14	\$185.00	\$201.50	\$250.00	\$209.38	\$215.57	\$199.41
Miami, FL	Partner	78	\$368.00	\$502.45	\$675.00	\$531.72	\$488.77	\$425.92
	Associate	48	\$233.07	\$345.64	\$427.08	\$360.42	\$331.67	\$301.38
Milwaukee, WI	Partner	46	\$300.00	\$410.50	\$499.00	\$409.53	\$399.09	\$395.06
	Associate	37	\$185.00	\$255.20	\$286.00	\$249.93	\$243.24	\$230.54
Minneapolis, MN	Partner	40	\$319.88	\$405.86	\$547.50	\$437.25	\$451.01	\$439.51
	Associate	57	\$120.00	\$275.23	\$355.00	\$249.36	\$263.41	\$259.57
Nashville, TN	Partner	28	\$321.75	\$419.00	\$467.50	\$393.63	\$391.61	\$379.33
	Associate	16	\$190.00	\$215.50	\$274.50	\$228.42	\$209.68	\$177.33
New Orleans, LA	Partner	34	\$283.50	\$358.50	\$425.00	\$362.74	\$327.96	\$308.34
	Associate	15	\$217.67	\$270.00	\$290.00	\$253.99	\$230.64	\$212.33
New York, NY	Partner	1,000	\$675.00	\$875.00	\$1,090.59	\$874.53	\$852.19	\$800.96
	Associate	1,318	\$414.06	\$544.25	\$725.00	\$559.38	\$538.19	\$500.04
Orlando, FL	Partner	26	\$351.79	\$454.63	\$554.46	\$471.54	\$456.84	\$409.34
	Associate	11	\$225.00	\$275.00	\$326.93	\$284.14	\$259.46	\$240.86

Section III: Practice Area Analysis

Corporate: Other

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Philadelphia, PA	Partner	270	\$519.20	\$650.00	\$765.00	\$644.41	\$618.29	\$579.19
	Associate	296	\$285.00	\$360.00	\$435.36	\$360.17	\$347.40	\$324.06
Phoenix, AZ	Partner	46	\$330.00	\$397.50	\$450.00	\$407.01	\$395.65	\$374.65
	Associate	40	\$239.66	\$285.50	\$314.56	\$288.75	\$192.84	\$168.00
Pittsburgh, PA	Partner	38	\$404.00	\$522.50	\$643.91	\$508.81	\$505.13	\$505.07
	Associate	70	\$247.50	\$300.00	\$355.00	\$303.39	\$321.30	\$306.01
Portland, ME	Partner	26	\$205.00	\$340.00	\$450.00	\$360.09	\$301.56	\$263.13
	Associate	13	\$180.00	\$220.00	\$280.00	\$226.39	\$208.52	\$185.89
Portland, OR	Partner	24	\$348.50	\$447.91	\$524.92	\$436.53	\$402.46	\$415.84
	Associate	45	\$234.00	\$280.00	\$320.00	\$279.34	\$243.35	\$252.86
Raleigh, NC	Partner	12	\$403.33	\$462.50	\$542.50	\$453.49	\$409.57	\$397.50
	Associate	n/a	n/a	n/a	n/a	n/a	\$288.71	n/a
Richmond, VA	Partner	35	\$510.00	\$630.00	\$722.20	\$617.87	\$562.71	\$480.65
	Associate	43	\$300.51	\$350.00	\$400.00	\$346.61	\$344.91	\$319.31
Sacramento, CA	Partner	14	\$350.00	\$440.00	\$628.00	\$496.10	\$514.45	\$440.32
	Associate	18	\$275.00	\$316.21	\$343.33	\$309.57	\$291.15	\$273.92
Salt Lake City, UT	Partner	14	\$355.00	\$431.44	\$490.00	\$434.85	\$389.21	\$366.92
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
San Diego, CA	Partner	49	\$325.00	\$500.00	\$828.75	\$549.90	\$549.35	\$530.44
	Associate	38	\$180.00	\$195.00	\$290.00	\$238.85	\$285.85	\$334.11
San Francisco, CA	Partner	131	\$580.00	\$715.00	\$850.00	\$713.55	\$704.15	\$702.88
	Associate	110	\$335.75	\$422.50	\$534.71	\$451.54	\$457.98	\$456.90
San Jose, CA	Partner	69	\$607.80	\$811.20	\$950.00	\$809.66	\$791.14	\$715.47
	Associate	47	\$398.28	\$465.00	\$600.00	\$499.40	\$478.48	\$461.53
San Juan, PR	Partner	20	\$230.00	\$248.13	\$325.00	\$257.96	\$232.77	\$243.72
	Associate	n/a	n/a	n/a	n/a	n/a	\$151.07	\$152.85
Savannah, GA	Partner	10	\$280.00	\$330.00	\$335.00	\$315.50	\$308.57	\$295.71
	Associate	n/a	n/a	n/a	n/a	n/a	\$204.97	n/a
Seattle, WA	Partner	73	\$395.00	\$479.30	\$550.00	\$473.46	\$471.52	\$469.64
	Associate	41	\$285.00	\$326.81	\$380.08	\$338.63	\$305.14	\$311.32
St. Louis, MO	Partner	42	\$288.00	\$400.00	\$470.00	\$376.98	\$416.58	\$389.44
	Associate	17	\$165.00	\$250.00	\$280.00	\$236.90	\$232.04	\$230.23
Tampa, FL	Partner	33	\$322.00	\$390.00	\$475.00	\$390.54	\$377.26	\$386.10
	Associate	16	\$219.08	\$252.13	\$332.50	\$274.98	\$277.25	\$262.97
Washington, DC	Partner	821	\$630.75	\$757.28	\$885.00	\$770.90	\$738.49	\$708.27
	Associate	679	\$381.55	\$472.08	\$570.00	\$483.77	\$458.96	\$436.13

Section III: Practice Area Analysis

Corporate: Other

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	725	\$345.25	\$498.38	\$677.50	\$524.33	\$510.58	\$484.26
	Non-Litigation	1,071	\$472.57	\$666.00	\$830.00	\$672.54	\$649.72	\$621.54
21 or More Years	Litigation	1,235	\$403.70	\$587.00	\$776.00	\$606.77	\$594.32	\$568.79
	Non-Litigation	1,617	\$535.50	\$750.00	\$950.00	\$762.52	\$743.01	\$702.04

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	167	\$220.00	\$300.64	\$395.00	\$318.09	\$306.76	\$301.94
	Non-Litigation	244	\$293.75	\$373.75	\$475.00	\$396.60	\$388.30	\$357.20
3 to Fewer Than 7 Years	Litigation	403	\$258.00	\$388.00	\$525.00	\$404.85	\$396.94	\$376.81
	Non-Litigation	578	\$360.00	\$487.51	\$645.00	\$502.93	\$487.58	\$469.31
7 and More Years	Litigation	487	\$274.00	\$382.50	\$545.00	\$418.96	\$397.68	\$376.88
	Non-Litigation	618	\$390.00	\$535.25	\$697.50	\$552.86	\$531.10	\$497.93

Section III: Practice Area Analysis

Corporate: Other

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	317	\$200.00	\$300.00	\$400.00	\$332.76	\$321.68	\$323.08
		Associate	264	\$160.00	\$197.50	\$271.43	\$227.03	\$223.51	\$217.65
	Non-Litigation	Partner	301	\$295.00	\$370.00	\$495.00	\$401.85	\$406.99	\$383.66
		Associate	197	\$200.00	\$258.54	\$345.05	\$287.42	\$281.25	\$259.45
51-200 Lawyers	Litigation	Partner	360	\$284.25	\$380.00	\$525.00	\$440.57	\$442.12	\$402.94
		Associate	265	\$195.00	\$235.00	\$315.71	\$285.82	\$264.00	\$230.98
	Non-Litigation	Partner	388	\$375.00	\$497.25	\$695.00	\$541.81	\$510.75	\$509.89
		Associate	275	\$250.00	\$300.00	\$420.00	\$342.12	\$311.56	\$300.30
201-500 Lawyers	Litigation	Partner	567	\$384.90	\$498.91	\$678.98	\$534.37	\$509.69	\$500.76
		Associate	400	\$270.00	\$325.00	\$429.92	\$358.12	\$340.20	\$336.23
	Non-Litigation	Partner	597	\$436.10	\$564.83	\$730.00	\$606.85	\$602.82	\$586.05
		Associate	435	\$300.00	\$395.00	\$525.00	\$421.57	\$402.21	\$396.41
501-1,000 Lawyers	Litigation	Partner	510	\$539.75	\$660.00	\$815.00	\$691.59	\$683.23	\$673.38
		Associate	629	\$333.00	\$432.00	\$535.00	\$447.86	\$425.88	\$412.04
	Non-Litigation	Partner	919	\$640.00	\$830.00	\$1,075.00	\$843.68	\$823.06	\$780.33
		Associate	1,077	\$391.00	\$508.35	\$654.00	\$526.38	\$505.92	\$479.85
More Than 1,000 Lawyers	Litigation	Partner	489	\$625.00	\$765.00	\$910.00	\$787.47	\$755.89	\$729.84
		Associate	573	\$365.00	\$455.00	\$600.00	\$478.83	\$477.50	\$451.11
	Non-Litigation	Partner	1,106	\$700.00	\$832.46	\$976.15	\$852.72	\$830.31	\$772.48
		Associate	1,167	\$395.00	\$490.00	\$644.00	\$524.08	\$509.70	\$467.48

Section III: Practice Area Analysis

Environmental

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Boston, MA	Partner	21	\$441.00	\$550.00	\$730.00	\$565.70	\$597.80	\$592.30
	Associate	13	\$260.00	\$294.00	\$400.00	\$336.15	\$353.91	\$345.94
Chicago, IL	Partner	38	\$255.00	\$464.00	\$612.00	\$465.18	\$515.09	\$596.29
	Associate	41	\$170.00	\$297.00	\$414.00	\$304.11	\$320.26	\$397.01
Cincinnati, OH	Partner	10	\$440.00	\$452.50	\$500.00	\$451.00	\$445.00	\$445.92
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Cleveland, OH	Partner	12	\$309.12	\$345.50	\$478.06	\$401.74	\$408.32	\$405.92
	Associate	7	\$240.00	\$276.42	\$305.00	\$269.77	\$246.84	\$239.10
Hartford, CT	Partner	12	\$367.51	\$474.52	\$655.00	\$522.54	\$488.77	n/a
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Los Angeles, CA	Partner	16	\$245.00	\$458.50	\$738.00	\$521.93	\$537.90	\$458.33
	Associate	26	\$175.00	\$192.50	\$273.00	\$283.17	\$304.10	\$303.14
New York, NY	Partner	41	\$345.00	\$515.00	\$695.00	\$582.37	\$553.99	\$512.31
	Associate	26	\$150.00	\$327.50	\$450.00	\$363.89	\$367.95	\$303.22
Philadelphia, PA	Partner	34	\$395.00	\$510.73	\$603.23	\$514.83	\$475.17	\$507.25
	Associate	32	\$192.00	\$285.00	\$345.00	\$286.54	\$271.92	\$297.81
Richmond, VA	Partner	7	\$585.00	\$590.00	\$610.00	\$593.21	n/a	n/a
	Associate	7	\$346.00	\$350.00	\$400.00	\$368.71	n/a	n/a
San Francisco, CA	Partner	10	\$545.00	\$595.00	\$722.00	\$583.25	\$595.68	\$516.24
	Associate	n/a	n/a	n/a	n/a	n/a	\$445.91	\$380.11
Washington, DC	Partner	45	\$638.00	\$736.62	\$815.00	\$743.83	\$675.53	\$642.92
	Associate	45	\$337.54	\$440.00	\$508.81	\$435.22	\$411.60	\$390.20

Section III: Practice Area Analysis

Environmental

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	41	\$255.00	\$335.00	\$460.00	\$376.14	\$407.20	\$431.49
	Non-Litigation	35	\$331.00	\$475.00	\$677.00	\$515.38	\$472.47	\$466.19
21 or More Years	Litigation	109	\$315.00	\$450.00	\$560.00	\$456.39	\$478.56	\$443.26
	Non-Litigation	137	\$455.00	\$550.00	\$759.00	\$607.61	\$589.35	\$549.62

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	11	\$206.00	\$270.00	\$396.65	\$301.86	\$277.15	\$286.47
	Non-Litigation	12	\$237.50	\$323.90	\$411.00	\$327.04	\$320.23	\$282.71
3 to Fewer Than 7 Years	Litigation	16	\$184.31	\$257.50	\$375.00	\$301.53	\$298.49	\$282.15
	Non-Litigation	22	\$280.00	\$375.29	\$470.00	\$396.06	\$413.48	\$342.49
7 and More Years	Litigation	55	\$175.00	\$195.00	\$300.00	\$257.71	\$289.08	\$307.33
	Non-Litigation	21	\$292.50	\$369.00	\$480.00	\$393.85	\$393.34	\$380.22

Section III: Practice Area Analysis

Environmental

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	57	\$220.00	\$255.00	\$335.00	\$295.10	\$312.62	\$321.61
		Associate	68	\$170.00	\$175.00	\$192.00	\$191.90	\$192.52	\$207.84
	Non-Litigation	Partner	25	\$250.00	\$330.00	\$475.00	\$383.79	\$391.77	\$344.58
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$225.69
51-200 Lawyers	Litigation	Partner	44	\$355.00	\$465.00	\$565.83	\$461.88	\$488.09	\$417.18
		Associate	26	\$265.00	\$297.50	\$400.00	\$318.12	\$218.57	\$155.33
	Non-Litigation	Partner	37	\$390.00	\$460.00	\$600.00	\$512.84	\$469.40	\$441.74
		Associate	16	\$260.00	\$262.50	\$365.00	\$305.63	\$281.03	\$266.95
201-500 Lawyers	Litigation	Partner	37	\$350.00	\$460.00	\$550.00	\$466.08	\$462.59	\$453.28
		Associate	25	\$260.00	\$295.00	\$315.00	\$316.30	\$317.11	\$301.53
	Non-Litigation	Partner	59	\$433.73	\$484.01	\$590.00	\$512.77	\$489.68	\$471.75
		Associate	30	\$275.00	\$305.00	\$375.00	\$321.22	\$343.04	\$293.99
501-1,000 Lawyers	Litigation	Partner	29	\$361.00	\$463.26	\$675.00	\$562.61	\$547.88	\$492.59
		Associate	22	\$190.00	\$282.50	\$494.00	\$351.24	\$359.37	\$325.62
	Non-Litigation	Partner	32	\$582.59	\$612.00	\$750.75	\$641.68	\$651.22	\$590.21
		Associate	39	\$323.90	\$365.00	\$414.00	\$370.95	\$393.75	\$367.20
More Than 1,000 Lawyers	Litigation	Partner	8	\$563.00	\$722.50	\$812.12	\$686.87	\$615.75	\$610.82
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$371.78
	Non-Litigation	Partner	52	\$675.00	\$775.00	\$925.00	\$791.11	\$743.57	\$726.31
		Associate	39	\$350.00	\$475.00	\$620.00	\$490.99	\$456.06	\$417.38

Section III: Practice Area Analysis

Finance and Securities

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	74	\$590.00	\$742.50	\$860.00	\$722.50	\$707.40	\$602.79
	Associate	112	\$369.50	\$420.00	\$505.00	\$446.22	\$450.65	\$366.44
Baltimore, MD	Partner	49	\$360.00	\$460.00	\$595.00	\$508.63	\$502.40	\$498.51
	Associate	27	\$248.00	\$340.00	\$471.87	\$372.85	\$355.19	\$326.17
Birmingham, AL	Partner	10	\$445.00	\$470.00	\$510.00	\$482.10	\$433.07	\$358.39
	Associate	8	\$215.00	\$302.50	\$325.00	\$286.25	\$296.44	\$234.56
Boston, MA	Partner	152	\$775.00	\$919.24	\$1,072.97	\$941.09	\$829.21	\$724.05
	Associate	246	\$460.00	\$543.84	\$660.00	\$556.68	\$562.42	\$558.61
Buffalo, NY	Partner	23	\$285.00	\$310.00	\$310.00	\$314.22	\$307.11	\$309.30
	Associate	12	\$207.50	\$215.00	\$230.00	\$214.58	\$228.52	\$220.83
Charlotte, NC	Partner	40	\$430.00	\$576.02	\$828.06	\$621.08	\$633.54	\$593.65
	Associate	47	\$330.00	\$445.00	\$565.00	\$458.71	\$421.79	\$393.73
Chicago, IL	Partner	373	\$664.62	\$801.00	\$983.57	\$826.34	\$782.23	\$707.98
	Associate	424	\$376.98	\$460.00	\$592.50	\$501.47	\$486.21	\$459.65
Cincinnati, OH	Partner	7	\$310.00	\$316.00	\$458.00	\$360.26	n/a	\$420.86
	Associate	7	\$195.34	\$235.10	\$246.00	\$228.15	n/a	\$226.42
Cleveland, OH	Partner	64	\$341.18	\$420.00	\$500.49	\$437.76	\$449.49	\$459.83
	Associate	50	\$225.00	\$266.50	\$325.00	\$280.75	\$282.30	\$272.02
Columbus, OH	Partner	17	\$350.00	\$392.00	\$475.00	\$414.00	\$386.00	\$365.00
	Associate	13	\$205.00	\$243.00	\$280.00	\$248.00	\$233.00	\$237.00
Dallas, TX	Partner	98	\$573.48	\$750.00	\$837.91	\$730.00	\$727.63	\$720.82
	Associate	154	\$375.57	\$495.00	\$580.85	\$478.01	\$441.38	\$429.74
Denver, CO	Partner	20	\$356.19	\$420.00	\$572.50	\$451.54	\$448.21	\$409.42
	Associate	14	\$285.00	\$312.50	\$340.00	\$325.21	\$357.18	\$305.49
Detroit, MI	Partner	37	\$360.00	\$385.00	\$437.96	\$395.76	\$379.20	\$406.25
	Associate	12	\$212.50	\$220.00	\$232.50	\$229.58	\$226.97	\$269.24
Houston, TX	Partner	71	\$650.00	\$830.00	\$1,050.00	\$849.56	\$838.66	\$755.92
	Associate	60	\$325.00	\$375.00	\$561.68	\$470.38	\$488.92	\$434.84
Indianapolis, IN	Partner	31	\$395.27	\$475.00	\$525.00	\$468.94	\$411.69	\$367.81
	Associate	8	\$237.50	\$250.21	\$315.00	\$273.18	\$264.50	\$257.47
Kansas City, MO	Partner	26	\$343.84	\$404.38	\$475.00	\$450.37	\$444.93	\$428.96
	Associate	20	\$232.80	\$287.04	\$316.50	\$284.45	\$291.41	\$275.89
Los Angeles, CA	Partner	205	\$745.00	\$894.41	\$1,080.00	\$897.52	\$850.53	\$841.52
	Associate	335	\$525.00	\$655.00	\$810.00	\$669.49	\$624.58	\$577.95
Miami, FL	Partner	41	\$450.00	\$555.00	\$731.24	\$597.90	\$570.32	\$538.79
	Associate	18	\$294.80	\$417.50	\$515.00	\$423.28	\$396.66	\$317.62

Section III: Practice Area Analysis

Finance and Securities

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Milwaukee, WI	Partner	21	\$275.00	\$362.00	\$473.00	\$386.71	\$376.21	\$387.29
	Associate	10	\$220.19	\$292.00	\$350.00	\$318.72	\$255.77	\$226.73
Minneapolis, MN	Partner	14	\$468.19	\$537.50	\$651.04	\$540.80	\$542.49	\$439.48
	Associate	17	\$275.23	\$295.00	\$355.00	\$325.17	\$320.72	\$322.01
Nashville, TN	Partner	8	\$387.50	\$437.50	\$460.00	\$438.13	n/a	\$437.61
	Associate	10	\$225.00	\$280.00	\$300.00	\$274.00	n/a	\$255.14
New York, NY	Partner	1,267	\$800.00	\$1,001.61	\$1,220.00	\$993.95	\$945.71	\$885.83
	Associate	1,786	\$480.00	\$602.34	\$760.00	\$615.22	\$596.14	\$568.37
Omaha, NE	Partner	21	\$265.34	\$325.00	\$373.16	\$323.06	\$332.87	\$305.19
	Associate	26	\$155.00	\$171.50	\$195.00	\$183.62	\$213.39	\$204.38
Orlando, FL	Partner	27	\$425.00	\$560.00	\$676.98	\$566.94	\$651.90	\$595.74
	Associate	17	\$378.80	\$395.00	\$447.77	\$406.17	\$380.61	\$399.09
Philadelphia, PA	Partner	153	\$605.00	\$720.27	\$872.00	\$730.26	\$704.12	\$645.01
	Associate	155	\$335.00	\$405.00	\$505.00	\$444.72	\$422.39	\$393.96
Phoenix, AZ	Partner	36	\$315.77	\$369.30	\$450.45	\$397.35	\$410.38	\$391.29
	Associate	22	\$203.00	\$242.01	\$291.11	\$251.94	\$267.88	\$235.85
Pittsburgh, PA	Partner	58	\$434.00	\$565.55	\$675.00	\$567.33	\$562.40	\$544.83
	Associate	86	\$273.00	\$329.29	\$405.00	\$352.22	\$351.09	\$335.01
Portland, OR	Partner	18	\$348.50	\$376.18	\$450.00	\$395.97	\$400.73	\$384.74
	Associate	12	\$237.50	\$313.00	\$323.68	\$285.57	\$258.54	\$238.34
Raleigh, NC	Partner	9	\$385.00	\$420.00	\$425.00	\$406.92	\$438.74	\$414.61
	Associate	7	\$225.00	\$245.00	\$275.00	\$249.46	n/a	n/a
Richmond, VA	Partner	36	\$615.00	\$691.55	\$792.35	\$684.18	\$660.63	\$594.45
	Associate	22	\$315.00	\$376.58	\$450.50	\$391.15	\$377.42	\$347.21
San Francisco, CA	Partner	50	\$650.00	\$832.15	\$1,024.78	\$837.79	\$838.25	\$794.23
	Associate	45	\$395.25	\$538.07	\$650.00	\$543.35	\$543.53	\$516.08
San Jose, CA	Partner	13	\$624.80	\$825.00	\$930.80	\$768.43	\$910.34	\$924.05
	Associate	7	\$386.00	\$430.00	\$585.00	\$523.12	\$660.21	\$638.74
Seattle, WA	Partner	44	\$342.10	\$465.00	\$596.57	\$488.17	\$539.94	\$460.34
	Associate	31	\$275.00	\$340.00	\$406.00	\$344.63	\$361.04	\$340.70
St. Louis, MO	Partner	11	\$390.00	\$460.00	\$525.00	\$484.22	\$441.84	\$402.16
	Associate	n/a	n/a	n/a	n/a	n/a	\$249.02	\$238.04
Tampa, FL	Partner	12	\$435.50	\$532.25	\$615.00	\$524.92	\$517.67	\$443.16
	Associate	n/a	n/a	n/a	n/a	n/a	\$343.29	\$266.33
Trenton, NJ	Partner	11	\$500.00	\$560.00	\$635.00	\$539.67	\$492.67	n/a
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Section III: Practice Area Analysis

Finance and Securities

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Washington, DC	Partner	371	\$687.75	\$805.00	\$975.00	\$838.61	\$823.47	\$779.84
	Associate	215	\$395.00	\$510.00	\$645.00	\$550.43	\$520.02	\$497.52

Section III: Practice Area Analysis

Finance and Securities

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	124	\$412.25	\$690.00	\$900.00	\$682.57	\$693.82	\$611.86
	Non-Litigation	1,133	\$520.00	\$748.07	\$975.00	\$755.54	\$731.08	\$680.16
21 or More Years	Litigation	178	\$565.50	\$781.06	\$975.00	\$766.42	\$745.71	\$682.77
	Non-Litigation	1,725	\$590.00	\$840.00	\$1,100.00	\$841.94	\$806.76	\$746.17

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	34	\$294.44	\$397.50	\$467.43	\$402.87	\$405.97	\$359.34
	Non-Litigation	270	\$285.00	\$377.00	\$575.00	\$427.34	\$443.34	\$428.29
3 to Fewer Than 7 Years	Litigation	89	\$322.00	\$495.00	\$606.14	\$474.18	\$498.17	\$448.38
	Non-Litigation	698	\$400.00	\$600.00	\$775.73	\$590.73	\$573.61	\$546.08
7 and More Years	Litigation	85	\$330.00	\$455.00	\$600.00	\$476.97	\$486.50	\$464.60
	Non-Litigation	734	\$430.00	\$613.50	\$805.02	\$622.00	\$608.41	\$567.58

Section III: Practice Area Analysis

Finance and Securities

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	30	\$303.60	\$517.50	\$765.00	\$555.81	\$514.31	\$404.63
		Associate	26	\$270.00	\$340.02	\$478.47	\$368.84	\$358.65	\$239.44
	Non-Litigation	Partner	217	\$295.00	\$360.00	\$503.45	\$408.97	\$388.18	\$384.58
		Associate	115	\$215.00	\$280.00	\$345.00	\$292.59	\$266.94	\$261.50
51-200 Lawyers	Litigation	Partner	65	\$362.00	\$440.00	\$675.00	\$511.86	\$517.81	\$513.32
		Associate	37	\$240.00	\$285.00	\$350.00	\$315.09	\$346.38	\$319.31
	Non-Litigation	Partner	476	\$360.00	\$452.50	\$650.00	\$512.72	\$499.47	\$472.52
		Associate	324	\$220.00	\$284.42	\$395.00	\$322.67	\$350.01	\$329.12
201-500 Lawyers	Litigation	Partner	68	\$426.02	\$688.53	\$915.27	\$679.44	\$682.98	\$637.21
		Associate	78	\$350.00	\$427.50	\$495.00	\$428.73	\$416.65	\$392.21
	Non-Litigation	Partner	536	\$475.00	\$680.00	\$925.00	\$708.17	\$689.98	\$636.23
		Associate	495	\$310.00	\$428.00	\$579.09	\$454.30	\$448.75	\$420.05
501-1,000 Lawyers	Litigation	Partner	86	\$675.00	\$877.81	\$995.00	\$842.93	\$802.77	\$741.40
		Associate	112	\$433.21	\$500.00	\$616.22	\$511.59	\$501.55	\$453.00
	Non-Litigation	Partner	1,063	\$715.00	\$885.00	\$1,132.14	\$922.75	\$883.37	\$819.70
		Associate	1,491	\$444.00	\$570.00	\$720.00	\$588.18	\$568.06	\$528.90
More Than 1,000 Lawyers	Litigation	Partner	111	\$699.58	\$848.03	\$1,027.13	\$861.31	\$834.77	\$791.78
		Associate	134	\$332.74	\$478.05	\$600.00	\$486.03	\$515.57	\$480.74
	Non-Litigation	Partner	1,147	\$775.00	\$930.00	\$1,126.53	\$948.47	\$875.42	\$831.10
		Associate	1,399	\$437.96	\$585.00	\$774.75	\$605.64	\$579.82	\$569.79

Section III: Practice Area Analysis

General Liability (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Albuquerque, NM	Partner	13	\$171.97	\$183.81	\$185.00	\$201.60	\$204.18	\$221.08
	Associate	10	\$150.00	\$150.00	\$150.00	\$158.99	\$150.66	\$157.05
Atlanta, GA	Partner	87	\$212.22	\$285.00	\$425.00	\$344.97	\$347.25	\$351.98
	Associate	73	\$185.00	\$220.00	\$310.73	\$265.08	\$270.47	\$268.87
Austin, TX	Partner	11	\$250.00	\$286.59	\$360.00	\$359.83	\$366.17	\$408.47
	Associate	n/a	n/a	n/a	n/a	n/a	\$310.33	\$358.40
Baltimore, MD	Partner	41	\$315.00	\$475.00	\$625.00	\$470.58	\$443.91	\$445.89
	Associate	84	\$268.00	\$350.00	\$425.00	\$360.89	\$320.01	\$294.11
Birmingham, AL	Partner	32	\$210.02	\$242.50	\$325.00	\$273.53	\$260.83	\$267.91
	Associate	23	\$160.00	\$190.00	\$214.00	\$188.64	\$190.64	\$203.12
Boston, MA	Partner	57	\$185.00	\$225.00	\$395.00	\$327.58	\$350.32	\$345.72
	Associate	91	\$165.00	\$175.00	\$213.75	\$224.19	\$212.92	\$235.79
Buffalo, NY	Partner	19	\$230.00	\$294.20	\$320.00	\$279.55	\$270.76	\$271.35
	Associate	21	\$195.00	\$215.00	\$230.26	\$216.63	\$217.23	\$206.77
Charleston, SC	Partner	10	\$225.00	\$305.00	\$318.12	\$299.81	\$302.87	\$306.80
	Associate	8	\$180.00	\$200.00	\$225.00	\$210.00	\$190.83	\$198.40
Charleston, WV	Partner	28	\$200.00	\$255.00	\$317.50	\$248.97	\$251.49	\$236.54
	Associate	26	\$175.00	\$184.21	\$200.00	\$183.24	\$183.44	\$178.41
Charlotte, NC	Partner	14	\$200.00	\$325.00	\$361.14	\$337.74	\$356.31	\$327.26
	Associate	13	\$237.00	\$305.00	\$320.00	\$305.59	\$241.91	\$273.91
Chattanooga, TN	Partner	8	\$155.47	\$212.50	\$372.38	\$259.46	\$202.44	n/a
	Associate	7	\$139.56	\$185.00	\$210.00	\$183.51	n/a	n/a
Chicago, IL	Partner	172	\$255.00	\$365.00	\$611.70	\$448.65	\$453.77	\$458.52
	Associate	233	\$173.78	\$220.00	\$290.00	\$269.73	\$273.84	\$288.54
Cincinnati, OH	Partner	n/a	n/a	n/a	n/a	n/a	n/a	\$362.46
	Associate	11	\$206.61	\$225.00	\$280.49	\$241.89	\$239.85	\$236.29
Cleveland, OH	Partner	26	\$228.10	\$340.00	\$475.00	\$363.51	\$335.66	\$341.83
	Associate	34	\$200.00	\$230.00	\$250.00	\$224.83	\$214.94	\$223.20
Columbia, SC	Partner	11	\$225.00	\$285.00	\$385.00	\$302.16	\$272.51	\$273.46
	Associate	7	\$210.00	\$215.00	\$235.00	\$220.71	\$210.98	\$208.27
Columbus, OH	Partner	15	\$275.00	\$350.00	\$350.00	\$329.00	\$367.00	\$370.00
	Associate	8	\$217.00	\$230.00	\$255.00	\$226.00	\$227.00	\$241.00
Dallas, TX	Partner	34	\$190.00	\$225.00	\$275.00	\$271.53	\$300.94	\$328.14
	Associate	33	\$175.00	\$225.00	\$289.00	\$236.15	\$234.31	\$231.65
Denver, CO	Partner	34	\$220.00	\$335.00	\$376.65	\$336.90	\$381.57	\$343.43
	Associate	30	\$265.00	\$275.00	\$300.00	\$290.59	\$258.36	\$227.25

Section III: Practice Area Analysis

General Liability (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Detroit, MI	Partner	33	\$210.00	\$250.00	\$362.21	\$277.66	\$229.83	\$232.82
	Associate	25	\$175.00	\$205.00	\$235.00	\$206.40	\$191.31	\$199.11
Hartford, CT	Partner	15	\$250.00	\$275.00	\$355.00	\$299.05	\$298.08	\$308.75
	Associate	10	\$175.00	\$200.00	\$230.00	\$200.50	\$196.63	\$210.96
Houston, TX	Partner	45	\$252.98	\$335.00	\$570.00	\$413.62	\$403.63	\$406.06
	Associate	33	\$220.00	\$320.82	\$335.00	\$302.99	\$297.61	\$305.89
Indianapolis, IN	Partner	24	\$175.00	\$250.00	\$397.50	\$297.29	\$318.10	\$276.25
	Associate	16	\$145.62	\$185.00	\$202.50	\$188.83	\$193.02	\$177.43
Jackson, MS	Partner	31	\$250.00	\$257.99	\$325.00	\$281.86	\$255.67	\$271.38
	Associate	31	\$175.00	\$175.00	\$195.00	\$187.73	\$192.70	\$185.98
Jacksonville, FL	Partner	11	\$190.00	\$220.00	\$350.00	\$250.63	\$270.73	\$279.97
	Associate	8	\$130.00	\$174.44	\$175.00	\$157.99	\$188.33	n/a
Kansas City, MO	Partner	22	\$200.00	\$288.50	\$416.39	\$323.22	\$356.00	\$320.96
	Associate	32	\$165.00	\$212.50	\$267.50	\$224.56	\$235.42	\$242.79
Knoxville, TN	Partner	11	\$190.00	\$280.00	\$300.00	\$254.55	\$264.27	\$264.50
	Associate	9	\$200.00	\$200.00	\$200.00	\$195.00	\$183.79	\$179.46
Las Vegas, NV	Partner	13	\$225.00	\$245.00	\$395.00	\$303.70	\$256.30	\$301.08
	Associate	7	\$195.00	\$210.00	\$270.00	\$238.14	\$205.94	\$216.11
Los Angeles, CA	Partner	132	\$240.00	\$341.00	\$547.50	\$423.50	\$413.17	\$420.44
	Associate	171	\$195.00	\$250.00	\$335.00	\$287.30	\$260.29	\$261.23
Louisville, KY	Partner	18	\$200.00	\$268.92	\$325.00	\$273.92	\$285.19	\$272.72
	Associate	18	\$175.00	\$177.50	\$195.00	\$182.57	\$177.48	\$177.33
Memphis, TN	Partner	12	\$287.50	\$321.00	\$410.00	\$348.46	\$281.22	\$273.54
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$198.52
Miami, FL	Partner	67	\$180.00	\$250.00	\$350.00	\$287.56	\$325.90	\$320.76
	Associate	52	\$144.00	\$180.00	\$267.50	\$227.53	\$241.63	\$236.18
Milwaukee, WI	Partner	17	\$234.51	\$250.00	\$350.00	\$292.59	\$289.82	\$242.18
	Associate	17	\$180.00	\$195.00	\$235.00	\$210.42	\$222.79	\$205.99
Minneapolis, MN	Partner	49	\$244.16	\$251.38	\$300.00	\$281.66	\$357.42	\$322.01
	Associate	39	\$175.00	\$205.00	\$225.00	\$212.97	\$243.09	\$235.03
Nashville, TN	Partner	19	\$274.77	\$300.00	\$405.00	\$342.31	\$299.45	\$276.31
	Associate	18	\$210.00	\$210.00	\$250.00	\$230.22	\$215.91	\$211.40
New Orleans, LA	Partner	55	\$208.00	\$234.00	\$289.44	\$251.02	\$245.94	\$235.35
	Associate	42	\$153.00	\$197.00	\$225.75	\$192.61	\$185.46	\$192.36
New York, NY	Partner	216	\$192.50	\$347.50	\$635.26	\$451.24	\$451.07	\$432.23
	Associate	246	\$165.00	\$265.00	\$360.00	\$305.50	\$290.62	\$293.20

Section III: Practice Area Analysis

General Liability (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Oklahoma City, OK	Partner	14	\$195.00	\$216.02	\$275.00	\$253.36	\$206.54	\$234.68
	Associate	n/a	n/a	n/a	n/a	n/a	\$152.46	\$156.52
Orlando, FL	Partner	16	\$137.50	\$212.50	\$280.94	\$220.47	\$283.17	\$232.52
	Associate	23	\$173.14	\$187.89	\$230.00	\$196.31	\$223.31	\$181.74
Philadelphia, PA	Partner	162	\$225.00	\$425.00	\$535.00	\$415.49	\$395.62	\$386.02
	Associate	257	\$180.00	\$250.00	\$365.00	\$278.11	\$272.66	\$252.03
Phoenix, AZ	Partner	28	\$200.00	\$267.50	\$372.50	\$306.13	\$290.79	\$294.73
	Associate	25	\$160.00	\$175.00	\$235.00	\$207.01	\$148.99	\$136.66
Pittsburgh, PA	Partner	32	\$200.00	\$261.50	\$580.50	\$382.24	\$443.22	\$491.29
	Associate	43	\$190.00	\$251.67	\$312.00	\$271.74	\$269.59	\$292.03
Portland, OR	Partner	19	\$225.00	\$275.00	\$325.00	\$288.21	\$287.40	\$318.56
	Associate	19	\$202.40	\$250.00	\$282.00	\$249.26	\$223.03	\$232.97
Providence, RI	Partner	7	\$185.00	\$235.00	\$306.47	\$276.74	n/a	n/a
	Associate	13	\$195.00	\$221.00	\$235.00	\$222.40	\$212.96	\$166.88
Richmond, VA	Partner	34	\$205.00	\$225.00	\$328.00	\$266.39	\$287.66	\$303.98
	Associate	33	\$180.00	\$215.00	\$278.94	\$234.01	\$234.00	\$235.12
Salt Lake City, UT	Partner	13	\$200.00	\$280.00	\$390.00	\$298.49	\$267.36	\$284.63
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$199.27
San Diego, CA	Partner	11	\$175.41	\$240.00	\$395.00	\$316.01	\$332.83	\$263.33
	Associate	19	\$150.00	\$164.31	\$180.00	\$174.56	\$184.14	\$193.36
San Francisco, CA	Partner	73	\$225.00	\$240.00	\$340.00	\$328.03	\$380.35	\$410.30
	Associate	74	\$200.00	\$210.00	\$280.00	\$262.36	\$274.69	\$272.30
Seattle, WA	Partner	21	\$225.00	\$305.00	\$372.00	\$320.05	\$267.64	\$298.75
	Associate	16	\$195.76	\$215.00	\$242.50	\$227.37	\$215.89	\$219.22
St. Louis, MO	Partner	67	\$206.11	\$314.01	\$375.00	\$304.58	\$311.77	\$309.06
	Associate	101	\$170.19	\$185.00	\$225.00	\$197.88	\$193.71	\$205.86
Tampa, FL	Partner	n/a	n/a	n/a	n/a	n/a	\$203.95	\$219.78
	Associate	12	\$163.61	\$315.00	\$469.25	\$329.57	\$278.71	\$326.49
Washington, DC	Partner	114	\$628.00	\$735.62	\$840.00	\$735.76	\$682.71	\$650.03
	Associate	85	\$405.00	\$470.00	\$570.00	\$484.79	\$461.00	\$436.27

Section III: Practice Area Analysis

General Liability (Litigation Only)

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	751	\$210.00	\$275.00	\$403.00	\$335.94	\$335.39	\$335.56
21 or More Years	Litigation	1,157	\$225.00	\$320.00	\$500.00	\$393.22	\$387.41	\$372.74

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	153	\$180.00	\$225.75	\$300.00	\$252.83	\$232.95	\$222.72
3 to Fewer Than 7 Years	Litigation	465	\$180.00	\$235.00	\$330.00	\$282.65	\$269.94	\$271.50
7 and More Years	Litigation	610	\$175.00	\$225.00	\$300.00	\$268.53	\$260.99	\$264.60

Section III: Practice Area Analysis

General Liability (Litigation Only)

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	785	\$195.00	\$225.00	\$285.00	\$249.74	\$245.95	\$243.15
		Associate	791	\$161.39	\$180.00	\$215.00	\$191.92	\$186.63	\$187.06
51-200 Lawyers	Litigation	Partner	629	\$200.00	\$265.00	\$338.00	\$291.77	\$292.89	\$289.22
		Associate	651	\$165.00	\$200.00	\$234.51	\$207.15	\$205.41	\$197.89
201-500 Lawyers	Litigation	Partner	402	\$270.00	\$367.00	\$500.00	\$414.70	\$421.55	\$421.89
		Associate	322	\$210.00	\$251.69	\$305.00	\$278.20	\$281.45	\$284.26
501-1,000 Lawyers	Litigation	Partner	254	\$395.00	\$525.00	\$725.00	\$578.17	\$539.65	\$536.38
		Associate	308	\$270.17	\$350.00	\$483.50	\$392.03	\$357.24	\$351.05
More Than 1,000 Lawyers	Litigation	Partner	208	\$550.00	\$664.00	\$798.00	\$690.38	\$675.25	\$656.84
		Associate	278	\$330.00	\$396.15	\$476.00	\$420.46	\$401.42	\$412.50

Section III: Practice Area Analysis

Insurance Defense (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Albany, NY	Partner	22	\$145.00	\$150.00	\$193.54	\$171.16	\$157.55	\$153.35
	Associate	15	\$128.73	\$145.00	\$185.04	\$159.36	\$146.43	\$136.72
Albuquerque, NM	Partner	11	\$160.00	\$185.00	\$185.00	\$174.09	\$180.56	\$200.39
	Associate	14	\$150.00	\$150.00	\$150.00	\$153.21	\$149.44	\$152.41
Atlanta, GA	Partner	99	\$172.55	\$200.73	\$260.00	\$260.08	\$262.71	\$235.36
	Associate	118	\$150.00	\$174.07	\$247.00	\$207.31	\$202.41	\$179.57
Austin, TX	Partner	16	\$200.00	\$203.32	\$225.00	\$227.49	\$257.83	\$296.70
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$225.86
Baltimore, MD	Partner	53	\$159.69	\$185.00	\$275.00	\$236.80	\$195.77	\$184.70
	Associate	46	\$148.44	\$170.00	\$239.60	\$211.87	\$189.55	\$174.01
Baton Rouge, LA	Partner	17	\$170.00	\$186.64	\$250.00	\$210.87	\$201.20	\$192.42
	Associate	21	\$138.50	\$166.71	\$188.46	\$166.54	\$174.38	\$175.31
Birmingham, AL	Partner	65	\$165.00	\$182.99	\$290.00	\$249.29	\$232.49	\$227.80
	Associate	39	\$150.00	\$195.00	\$220.00	\$185.48	\$175.45	\$168.13
Boston, MA	Partner	102	\$182.08	\$208.29	\$250.00	\$259.38	\$240.54	\$231.57
	Associate	90	\$156.93	\$176.76	\$200.00	\$220.77	\$215.34	\$193.74
Bridgeport, CT	Partner	14	\$185.00	\$195.00	\$286.00	\$217.93	\$199.12	\$205.30
	Associate	18	\$160.00	\$170.00	\$225.00	\$192.22	\$175.49	\$180.67
Buffalo, NY	Partner	71	\$149.60	\$160.00	\$185.00	\$171.82	\$169.46	\$167.96
	Associate	69	\$122.00	\$130.00	\$150.00	\$140.58	\$141.18	\$137.46
Charleston, SC	Partner	35	\$165.00	\$173.00	\$193.60	\$188.80	\$183.00	\$181.96
	Associate	30	\$140.00	\$149.83	\$171.41	\$153.90	\$150.82	\$150.52
Charleston, WV	Partner	63	\$160.00	\$170.00	\$240.40	\$194.51	\$191.50	\$190.73
	Associate	33	\$150.00	\$164.20	\$190.00	\$168.09	\$160.48	\$164.80
Charlotte, NC	Partner	24	\$165.00	\$185.00	\$285.00	\$224.36	\$228.32	\$193.41
	Associate	35	\$150.00	\$190.00	\$206.64	\$200.98	\$192.06	\$174.44
Chattanooga, TN	Partner	9	\$133.21	\$175.00	\$175.00	\$172.02	\$166.48	\$157.42
	Associate	8	\$123.34	\$137.50	\$150.00	\$145.98	\$142.03	\$143.39
Chicago, IL	Partner	275	\$185.00	\$247.02	\$368.00	\$312.46	\$289.96	\$262.11
	Associate	302	\$160.00	\$194.36	\$275.00	\$248.85	\$227.75	\$205.94
Cincinnati, OH	Partner	37	\$145.00	\$160.00	\$235.50	\$194.07	\$174.85	\$174.45
	Associate	29	\$130.00	\$150.00	\$160.00	\$151.60	\$143.43	\$140.07
Cleveland, OH	Partner	62	\$159.98	\$170.00	\$200.00	\$182.19	\$181.09	\$184.97
	Associate	44	\$135.00	\$150.00	\$159.92	\$153.67	\$155.37	\$146.05
Columbia, SC	Partner	39	\$160.00	\$165.00	\$175.00	\$205.52	\$196.94	\$207.10
	Associate	40	\$140.00	\$150.00	\$155.00	\$150.49	\$152.37	\$157.43

Section III: Practice Area Analysis

Insurance Defense (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Columbus, OH	Partner	36	\$150.00	\$150.00	\$170.00	\$181.00	\$167.00	\$183.00
	Associate	21	\$125.00	\$141.00	\$156.00	\$169.00	\$173.00	\$153.00
Dallas, TX	Partner	67	\$203.99	\$240.00	\$285.00	\$265.34	\$258.76	\$258.87
	Associate	75	\$170.00	\$178.84	\$215.00	\$209.81	\$224.25	\$214.84
Denver, CO	Partner	38	\$181.96	\$194.18	\$220.00	\$230.20	\$293.45	\$281.05
	Associate	23	\$145.06	\$160.00	\$206.00	\$179.25	\$182.86	\$184.51
Des Moines, IA	Partner	23	\$173.94	\$200.00	\$220.00	\$196.21	\$185.16	\$184.87
	Associate	11	\$148.33	\$155.00	\$165.00	\$158.48	\$150.30	\$143.32
Detroit, MI	Partner	80	\$140.00	\$160.00	\$192.36	\$171.81	\$174.51	\$179.92
	Associate	82	\$130.00	\$140.00	\$150.00	\$148.99	\$153.11	\$154.25
Grand Rapids, MI	Partner	14	\$90.00	\$90.00	\$110.00	\$101.51	\$113.00	\$119.19
	Associate	8	\$90.00	\$90.00	\$95.09	\$94.31	\$96.46	\$91.57
Greenville, SC	Partner	10	\$154.50	\$165.00	\$255.00	\$193.62	\$166.26	\$172.95
	Associate	7	\$140.00	\$145.00	\$170.00	\$151.95	\$140.14	\$142.27
Harrisburg, PA	Partner	34	\$145.00	\$150.00	\$170.00	\$162.25	\$153.52	\$162.39
	Associate	18	\$125.00	\$130.00	\$145.00	\$147.63	\$157.98	\$148.22
Hartford, CT	Partner	23	\$165.00	\$213.55	\$300.00	\$257.25	\$228.36	\$225.03
	Associate	35	\$180.00	\$190.86	\$225.00	\$201.52	\$197.77	\$197.71
Houston, TX	Partner	58	\$190.00	\$212.50	\$319.77	\$287.18	\$272.39	\$239.71
	Associate	51	\$151.26	\$165.00	\$215.94	\$202.02	\$202.61	\$192.43
Indianapolis, IN	Partner	39	\$145.00	\$165.00	\$185.00	\$183.66	\$163.44	\$161.01
	Associate	22	\$130.00	\$149.00	\$185.00	\$163.66	\$145.90	\$136.14
Jackson, MS	Partner	31	\$190.00	\$220.00	\$250.00	\$225.30	\$227.13	\$222.80
	Associate	10	\$145.45	\$169.61	\$176.05	\$163.01	\$165.13	\$173.68
Jacksonville, FL	Partner	21	\$170.11	\$180.00	\$199.84	\$193.48	\$183.17	\$175.32
	Associate	24	\$155.00	\$160.00	\$164.94	\$162.67	\$160.67	\$155.53
Kansas City, MO	Partner	25	\$185.00	\$210.00	\$320.00	\$260.89	\$228.27	\$200.82
	Associate	17	\$167.39	\$170.00	\$222.69	\$191.57	\$188.01	\$179.37
Knoxville, TN	Partner	18	\$145.00	\$160.00	\$173.91	\$162.03	\$152.34	\$155.74
	Associate	n/a	n/a	n/a	n/a	n/a	\$150.84	\$138.71
Las Vegas, NV	Partner	27	\$165.00	\$185.00	\$260.00	\$209.20	\$191.72	\$186.34
	Associate	33	\$150.00	\$160.00	\$185.00	\$175.62	\$171.60	\$165.24
Lexington, KY	Partner	24	\$134.94	\$140.00	\$210.00	\$173.94	\$180.97	\$174.12
	Associate	52	\$124.99	\$125.00	\$130.00	\$135.60	\$138.25	\$135.93
Little Rock, AR	Partner	20	\$172.47	\$190.00	\$232.50	\$210.67	\$204.28	\$190.14
	Associate	12	\$137.50	\$145.00	\$165.00	\$154.33	\$158.71	\$156.29

Section III: Practice Area Analysis

Insurance Defense (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Los Angeles, CA	Partner	220	\$192.50	\$225.00	\$277.76	\$262.72	\$270.52	\$248.69
	Associate	260	\$160.00	\$180.00	\$222.54	\$215.89	\$219.19	\$206.09
Louisville, KY	Partner	33	\$131.99	\$150.00	\$201.79	\$171.91	\$162.50	\$172.51
	Associate	34	\$110.00	\$126.27	\$170.00	\$136.69	\$131.96	\$141.59
Memphis, TN	Partner	12	\$175.00	\$175.00	\$230.91	\$203.48	\$184.01	\$178.66
	Associate	9	\$150.00	\$150.00	\$150.00	\$159.37	\$147.14	\$162.29
Miami, FL	Partner	126	\$172.86	\$190.00	\$225.00	\$214.02	\$222.86	\$214.02
	Associate	142	\$159.34	\$161.37	\$166.91	\$174.23	\$174.75	\$162.32
Milwaukee, WI	Partner	35	\$160.00	\$170.00	\$210.00	\$194.12	\$190.76	\$187.27
	Associate	26	\$140.00	\$158.25	\$180.00	\$167.84	\$163.45	\$148.71
Minneapolis, MN	Partner	91	\$160.00	\$190.00	\$210.00	\$205.89	\$206.64	\$202.63
	Associate	68	\$145.00	\$150.00	\$182.50	\$172.15	\$173.42	\$175.75
Nashville, TN	Partner	28	\$141.24	\$180.00	\$272.50	\$211.66	\$205.89	\$197.01
	Associate	18	\$137.91	\$155.34	\$185.00	\$158.64	\$153.03	\$143.53
New Haven, CT	Partner	7	\$150.00	\$180.00	\$355.00	\$234.29	\$197.68	\$191.39
	Associate	8	\$163.37	\$200.00	\$255.00	\$209.59	\$172.41	\$153.89
New Orleans, LA	Partner	83	\$180.00	\$190.00	\$246.78	\$213.60	\$207.66	\$202.93
	Associate	63	\$150.00	\$175.00	\$210.00	\$184.11	\$171.98	\$162.32
New York, NY	Partner	578	\$174.63	\$200.00	\$275.00	\$262.30	\$246.98	\$253.75
	Associate	622	\$150.00	\$175.00	\$222.30	\$204.90	\$197.97	\$194.00
Oklahoma City, OK	Partner	8	\$160.00	\$160.00	\$164.17	\$178.92	\$176.06	\$191.01
	Associate	10	\$135.00	\$135.00	\$150.00	\$147.07	\$156.36	\$158.60
Omaha, NE	Partner	20	\$195.00	\$200.00	\$200.00	\$211.50	\$188.63	\$183.87
	Associate	11	\$145.00	\$145.00	\$165.00	\$158.86	\$136.10	\$128.41
Orlando, FL	Partner	43	\$165.00	\$195.98	\$247.25	\$233.18	\$217.74	\$211.30
	Associate	41	\$150.00	\$162.89	\$175.00	\$180.88	\$168.99	\$179.34
Philadelphia, PA	Partner	297	\$160.00	\$189.58	\$285.00	\$257.39	\$233.82	\$238.33
	Associate	384	\$145.18	\$170.00	\$210.39	\$209.90	\$195.79	\$188.39
Phoenix, AZ	Partner	67	\$170.00	\$200.00	\$265.00	\$238.45	\$221.67	\$215.35
	Associate	46	\$150.00	\$162.50	\$208.80	\$188.40	\$173.64	\$176.15
Pittsburgh, PA	Partner	99	\$154.80	\$170.00	\$200.82	\$193.45	\$187.53	\$176.93
	Associate	85	\$143.43	\$150.00	\$173.25	\$163.64	\$157.26	\$153.58
Portland, ME	Partner	13	\$160.00	\$185.00	\$200.00	\$216.54	\$188.50	\$188.47
	Associate	12	\$140.00	\$150.00	\$218.94	\$169.06	\$166.05	\$148.66
Portland, OR	Partner	23	\$175.00	\$205.00	\$280.00	\$235.98	\$229.79	\$219.46
	Associate	12	\$155.00	\$170.00	\$215.00	\$182.50	\$188.90	\$185.54

Section III: Practice Area Analysis

Insurance Defense (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Providence, RI	Partner	13	\$160.00	\$161.58	\$175.00	\$172.08	\$165.82	\$163.61
	Associate	13	\$140.00	\$155.00	\$160.00	\$152.78	\$136.14	\$137.82
Raleigh, NC	Partner	23	\$165.00	\$190.00	\$200.00	\$213.51	\$176.14	\$175.37
	Associate	21	\$141.05	\$146.63	\$150.00	\$149.08	\$145.97	\$154.65
Richmond, VA	Partner	36	\$169.93	\$175.00	\$250.00	\$235.49	\$214.46	\$211.80
	Associate	32	\$148.72	\$155.00	\$273.50	\$210.01	\$198.87	\$173.64
Rochester, NY	Partner	14	\$140.79	\$165.00	\$203.01	\$176.71	\$169.17	\$172.82
	Associate	23	\$140.00	\$161.59	\$260.00	\$194.56	\$182.41	\$151.91
Sacramento, CA	Partner	n/a	n/a	n/a	n/a	n/a	\$226.91	\$225.00
	Associate	10	\$270.00	\$280.00	\$300.00	\$279.01	\$251.44	\$207.34
Salt Lake City, UT	Partner	15	\$200.00	\$230.00	\$275.00	\$234.61	\$228.98	\$214.91
	Associate	8	\$153.15	\$175.00	\$195.00	\$171.41	\$167.87	\$175.27
San Antonio, TX	Partner	12	\$165.00	\$175.00	\$190.00	\$178.32	\$185.78	\$189.62
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$169.55
San Diego, CA	Partner	58	\$190.00	\$212.50	\$241.41	\$222.23	\$211.19	\$204.40
	Associate	51	\$160.00	\$175.00	\$195.00	\$179.71	\$175.08	\$169.15
San Francisco, CA	Partner	164	\$204.98	\$260.00	\$317.50	\$281.60	\$273.78	\$270.30
	Associate	136	\$173.93	\$215.00	\$270.00	\$236.89	\$225.77	\$209.04
Seattle, WA	Partner	40	\$200.00	\$260.00	\$350.00	\$277.83	\$278.77	\$265.05
	Associate	26	\$185.13	\$242.50	\$275.00	\$228.62	\$205.80	\$194.38
St. Louis, MO	Partner	38	\$161.25	\$170.00	\$245.00	\$206.95	\$199.91	\$191.88
	Associate	21	\$140.00	\$170.00	\$185.00	\$184.27	\$165.60	\$159.91
Syracuse, NY	Partner	17	\$160.00	\$183.00	\$194.00	\$177.26	\$173.62	\$168.58
	Associate	11	\$124.71	\$130.80	\$145.00	\$137.17	\$145.78	\$147.32
Tallahassee, FL	Partner	10	\$160.00	\$169.45	\$175.00	\$168.99	\$200.54	\$226.53
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$163.61
Tampa, FL	Partner	45	\$172.48	\$190.00	\$208.88	\$208.36	\$202.79	\$209.18
	Associate	47	\$145.00	\$164.25	\$180.00	\$168.95	\$171.12	\$169.87
Trenton, NJ	Partner	11	\$196.76	\$210.00	\$210.00	\$237.34	\$246.01	\$218.58
	Associate	7	\$155.00	\$165.00	\$185.00	\$188.73	\$179.92	\$167.62
Tulsa, OK	Partner	13	\$161.36	\$180.00	\$185.00	\$188.03	\$294.17	\$417.36
	Associate	n/a	n/a	n/a	n/a	n/a	\$159.68	\$146.26
Virginia Beach, VA	Partner	8	\$195.00	\$207.50	\$232.30	\$216.82	\$198.93	\$214.44
	Associate	7	\$150.00	\$175.00	\$176.03	\$166.91	n/a	n/a
Washington, DC	Partner	100	\$376.45	\$425.00	\$647.41	\$522.13	\$404.76	\$437.20
	Associate	95	\$247.00	\$300.00	\$380.00	\$329.62	\$288.85	\$281.13

Section III: Practice Area Analysis

Insurance Defense (Litigation Only)

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Worcester, MA	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Associate	14	\$134.70	\$138.49	\$145.00	\$138.50	\$145.78	\$141.30

Section III: Practice Area Analysis

Insurance Defense (Litigation Only)

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	1,405	\$165.97	\$200.00	\$255.00	\$237.14	\$222.59	\$216.10
21 or More Years	Litigation	2,284	\$165.00	\$194.33	\$250.00	\$238.62	\$223.25	\$221.50

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	295	\$145.01	\$160.00	\$200.00	\$190.43	\$194.67	\$177.79
3 to Fewer Than 7 Years	Litigation	767	\$150.00	\$172.43	\$210.00	\$202.51	\$191.67	\$187.90
7 and More Years	Litigation	1,007	\$150.00	\$175.00	\$222.84	\$209.86	\$191.44	\$182.52

Section III: Practice Area Analysis

Insurance Defense (Litigation Only)

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	2,056	\$155.00	\$174.97	\$200.00	\$184.83	\$180.73	\$181.59
		Associate	1,804	\$135.00	\$150.00	\$171.59	\$158.06	\$156.11	\$157.24
51-200 Lawyers	Litigation	Partner	1,249	\$170.00	\$194.57	\$225.62	\$211.02	\$209.68	\$215.86
		Associate	1,167	\$150.00	\$165.00	\$180.00	\$171.87	\$173.87	\$173.83
201-500 Lawyers	Litigation	Partner	560	\$210.00	\$268.08	\$365.83	\$306.67	\$314.12	\$309.69
		Associate	465	\$180.00	\$220.00	\$281.51	\$242.98	\$240.29	\$230.92
501-1,000 Lawyers	Litigation	Partner	317	\$250.00	\$320.00	\$400.00	\$369.37	\$352.06	\$346.45
		Associate	346	\$205.00	\$250.00	\$325.00	\$279.20	\$263.86	\$260.56
More Than 1,000 Lawyers	Litigation	Partner	145	\$490.00	\$660.00	\$800.00	\$676.06	\$631.93	\$688.43
		Associate	190	\$340.00	\$411.58	\$510.00	\$438.26	\$418.69	\$440.67

Section III: Practice Area Analysis

Intellectual Property: Patents

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	36	\$494.69	\$552.50	\$733.28	\$602.89	\$579.39	\$592.57
	Associate	36	\$321.85	\$369.00	\$415.00	\$370.01	\$390.81	\$377.14
Austin, TX	Partner	39	\$286.00	\$404.88	\$600.47	\$458.28	\$458.35	\$467.94
	Associate	52	\$237.50	\$250.00	\$292.50	\$288.88	\$283.19	\$280.79
Boston, MA	Partner	65	\$430.00	\$621.00	\$778.75	\$619.63	\$612.75	\$619.83
	Associate	75	\$361.15	\$410.00	\$525.00	\$444.26	\$428.72	\$394.18
Chicago, IL	Partner	114	\$390.00	\$576.10	\$748.00	\$580.18	\$604.17	\$584.69
	Associate	86	\$280.00	\$405.05	\$505.83	\$408.88	\$397.88	\$362.08
Cleveland, OH	Partner	n/a	n/a	n/a	n/a	n/a	\$555.16	\$662.99
	Associate	10	\$300.00	\$363.37	\$450.00	\$385.52	\$371.69	\$361.08
Dallas, TX	Partner	35	\$536.93	\$625.00	\$730.64	\$624.44	\$619.78	\$593.25
	Associate	55	\$283.80	\$367.03	\$473.00	\$374.84	\$382.84	\$373.05
Denver, CO	Partner	11	\$407.80	\$475.00	\$704.00	\$530.35	\$492.26	\$509.69
	Associate	24	\$255.00	\$299.86	\$397.50	\$341.01	\$351.61	\$335.91
Detroit, MI	Partner	20	\$279.01	\$322.00	\$491.95	\$390.32	\$412.74	\$346.54
	Associate	20	\$222.75	\$248.23	\$496.76	\$334.37	\$328.78	\$293.13
Greenville, SC	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Associate	11	\$211.66	\$235.00	\$259.70	\$235.58	n/a	\$224.91
Hartford, CT	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Associate	11	\$242.86	\$260.00	\$270.00	\$255.12	n/a	n/a
Houston, TX	Partner	16	\$451.91	\$683.25	\$755.00	\$598.12	\$530.78	\$520.83
	Associate	41	\$198.76	\$250.00	\$300.00	\$258.50	\$286.73	\$305.15
Indianapolis, IN	Partner	11	\$399.91	\$462.61	\$499.50	\$462.49	\$457.79	\$516.50
	Associate	n/a	n/a	n/a	n/a	n/a	\$296.15	\$281.75
Kansas City, MO	Partner	21	\$395.00	\$430.00	\$517.48	\$448.68	\$388.16	\$361.11
	Associate	31	\$245.46	\$287.00	\$350.00	\$300.50	\$259.38	\$256.33
Los Angeles, CA	Partner	91	\$494.00	\$598.40	\$928.00	\$702.66	\$670.70	\$691.67
	Associate	121	\$325.60	\$450.00	\$620.50	\$482.83	\$475.32	\$469.28
Miami, FL	Partner	n/a	n/a	n/a	n/a	n/a	\$625.56	n/a
	Associate	10	\$490.00	\$545.00	\$600.00	\$534.80	n/a	n/a
Milwaukee, WI	Partner	11	\$325.00	\$365.16	\$440.00	\$484.92	\$474.16	\$458.15
	Associate	11	\$185.00	\$278.00	\$300.00	\$275.92	\$265.30	\$270.77
Minneapolis, MN	Partner	40	\$350.23	\$386.36	\$500.00	\$442.70	\$442.32	\$480.31
	Associate	75	\$275.04	\$325.83	\$728.00	\$441.51	\$346.92	\$331.46
New York, NY	Partner	129	\$540.00	\$725.00	\$895.00	\$725.39	\$686.69	\$684.65
	Associate	171	\$335.00	\$460.00	\$635.00	\$487.08	\$463.84	\$442.89

Section III: Practice Area Analysis

Intellectual Property: Patents

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Philadelphia, PA	Partner	67	\$450.00	\$580.00	\$705.00	\$580.14	\$569.09	\$550.62
	Associate	76	\$275.00	\$328.09	\$410.00	\$347.87	\$330.94	\$326.24
Phoenix, AZ	Partner	10	\$310.00	\$426.49	\$563.94	\$456.63	\$589.01	\$468.91
	Associate	11	\$222.60	\$250.00	\$415.69	\$292.23	\$275.29	\$271.17
Pittsburgh, PA	Partner	10	\$535.00	\$560.00	\$585.00	\$534.45	n/a	\$608.37
	Associate	9	\$425.00	\$425.00	\$425.00	\$409.86	\$384.47	\$352.45
Portland, OR	Partner	23	\$374.91	\$375.00	\$450.00	\$414.86	\$404.40	\$395.61
	Associate	28	\$249.56	\$295.50	\$325.00	\$283.66	\$289.13	\$276.06
Riverside, CA	Partner	21	\$290.33	\$300.00	\$304.93	\$302.16	\$295.52	\$277.41
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Salt Lake City, UT	Partner	12	\$282.50	\$367.50	\$402.50	\$365.09	\$370.57	\$365.54
	Associate	10	\$195.61	\$227.50	\$300.00	\$246.06	\$275.48	\$586.19
San Diego, CA	Partner	34	\$506.93	\$640.00	\$725.00	\$654.23	\$641.07	\$646.02
	Associate	18	\$390.00	\$420.93	\$440.00	\$435.44	\$421.60	\$395.98
San Francisco, CA	Partner	79	\$529.16	\$724.04	\$850.00	\$706.08	\$676.41	\$664.51
	Associate	56	\$327.50	\$450.64	\$529.75	\$451.99	\$454.76	\$449.91
San Jose, CA	Partner	40	\$400.00	\$617.50	\$855.93	\$665.39	\$592.08	\$573.24
	Associate	40	\$245.00	\$330.00	\$399.13	\$356.48	\$358.50	\$346.66
Seattle, WA	Partner	19	\$430.00	\$466.86	\$575.17	\$493.56	\$466.83	\$473.89
	Associate	27	\$270.00	\$326.00	\$399.81	\$324.37	\$330.27	\$308.98
Washington, DC	Partner	251	\$542.51	\$695.00	\$837.25	\$693.21	\$671.19	\$635.74
	Associate	280	\$340.00	\$448.75	\$565.00	\$470.36	\$423.75	\$393.48

Section III: Practice Area Analysis

Intellectual Property: Patents

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	339	\$445.00	\$598.66	\$725.00	\$610.31	\$587.92	\$585.05
	Non-Litigation	354	\$355.00	\$451.02	\$600.00	\$493.75	\$496.95	\$491.52
21 or More Years	Litigation	291	\$578.74	\$775.00	\$902.50	\$751.20	\$709.02	\$709.73
	Non-Litigation	240	\$400.00	\$545.82	\$726.75	\$581.75	\$572.96	\$596.33

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	53	\$276.25	\$340.00	\$430.00	\$361.54	\$352.44	\$351.08
	Non-Litigation	58	\$245.00	\$295.00	\$360.00	\$307.37	\$292.04	\$298.27
3 to Fewer Than 7 Years	Litigation	163	\$345.00	\$455.00	\$595.00	\$478.28	\$451.55	\$436.39
	Non-Litigation	144	\$262.64	\$320.86	\$410.00	\$352.52	\$353.61	\$360.07
7 and More Years	Litigation	150	\$375.00	\$489.85	\$625.50	\$506.65	\$491.29	\$479.43
	Non-Litigation	204	\$281.10	\$340.18	\$463.25	\$376.90	\$385.46	\$386.54

Section III: Practice Area Analysis

Intellectual Property: Patents

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	78	\$375.00	\$432.50	\$528.38	\$473.70	\$473.33	\$470.99
		Associate	50	\$251.01	\$305.00	\$415.00	\$339.91	\$285.67	\$297.04
	Non-Litigation	Partner	214	\$300.00	\$355.00	\$420.00	\$379.09	\$410.29	\$431.31
		Associate	309	\$240.00	\$285.00	\$333.64	\$335.26	\$316.33	\$327.53
51-200 Lawyers	Litigation	Partner	171	\$413.00	\$540.00	\$715.00	\$594.38	\$571.35	\$608.32
		Associate	132	\$281.14	\$349.15	\$444.83	\$392.15	\$384.94	\$386.50
	Non-Litigation	Partner	164	\$359.96	\$431.77	\$566.42	\$487.79	\$481.69	\$493.60
		Associate	161	\$255.00	\$285.00	\$355.00	\$319.00	\$341.29	\$327.33
201-500 Lawyers	Litigation	Partner	132	\$532.50	\$670.00	\$759.06	\$653.56	\$624.81	\$632.33
		Associate	123	\$350.00	\$410.00	\$530.00	\$439.66	\$391.79	\$394.01
	Non-Litigation	Partner	129	\$440.08	\$548.00	\$654.50	\$558.62	\$579.97	\$575.19
		Associate	141	\$295.00	\$363.00	\$436.42	\$373.02	\$368.28	\$358.80
501-1,000 Lawyers	Litigation	Partner	224	\$628.75	\$765.00	\$920.00	\$773.22	\$729.25	\$688.19
		Associate	242	\$405.00	\$510.00	\$625.00	\$517.25	\$460.30	\$442.90
	Non-Litigation	Partner	152	\$519.18	\$621.00	\$800.00	\$667.01	\$634.85	\$614.32
		Associate	216	\$310.50	\$390.05	\$491.40	\$414.25	\$403.66	\$387.40
More Than 1,000 Lawyers	Litigation	Partner	147	\$630.69	\$775.00	\$895.00	\$778.73	\$774.06	\$729.91
		Associate	181	\$370.00	\$473.60	\$600.00	\$474.45	\$487.99	\$466.50
	Non-Litigation	Partner	51	\$595.00	\$710.00	\$873.00	\$736.43	\$737.32	\$725.13
		Associate	45	\$385.00	\$480.00	\$568.00	\$473.49	\$455.52	\$451.16

Section III: Practice Area Analysis

Intellectual Property: Trademarks

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	10	\$495.00	\$614.34	\$675.00	\$620.52	\$609.17	\$556.36
	Associate	10	\$314.39	\$400.00	\$520.00	\$401.54	\$369.27	\$337.96
Boston, MA	Partner	7	\$324.26	\$592.54	\$810.00	\$586.69	\$628.30	n/a
	Associate	10	\$390.00	\$401.46	\$435.00	\$437.12	n/a	\$321.60
Chicago, IL	Partner	26	\$520.00	\$634.00	\$735.00	\$614.50	\$561.76	\$511.66
	Associate	31	\$285.00	\$375.00	\$510.00	\$408.81	\$378.47	\$364.31
New York, NY	Partner	55	\$487.92	\$595.00	\$694.50	\$616.23	\$623.06	\$606.78
	Associate	53	\$285.00	\$375.00	\$480.00	\$386.33	\$412.82	\$409.78
Seattle, WA	Partner	n/a	n/a	n/a	n/a	n/a	\$427.65	\$422.87
	Associate	15	\$236.00	\$266.21	\$326.00	\$285.96	\$296.15	\$289.41
Washington, DC	Partner	31	\$480.00	\$625.00	\$725.00	\$592.75	\$621.74	\$586.96
	Associate	35	\$330.00	\$425.00	\$465.00	\$408.81	\$378.66	\$377.69

Section III: Practice Area Analysis

Intellectual Property: Trademarks

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	9	\$350.00	\$500.00	\$650.00	\$519.47	\$468.22	\$438.77
	Non-Litigation	55	\$445.00	\$535.00	\$665.00	\$562.84	\$530.02	\$508.25
21 or More Years	Litigation	7	\$395.00	\$667.35	\$865.00	\$667.25	\$545.20	\$545.11
	Non-Litigation	100	\$485.00	\$595.00	\$697.88	\$597.04	\$587.64	\$555.15

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Non-Litigation	16	\$248.91	\$340.00	\$413.83	\$336.71	\$273.30	\$307.72
3 to Fewer Than 7 Years	Litigation	n/a	n/a	n/a	n/a	n/a	\$287.96	\$297.95
	Non-Litigation	42	\$283.00	\$377.50	\$474.00	\$396.44	\$389.67	\$381.14
7 and More Years	Litigation	n/a	n/a	n/a	n/a	n/a	n/a	\$375.25
	Non-Litigation	37	\$351.21	\$425.00	\$524.00	\$439.12	\$404.75	\$406.64

Section III: Practice Area Analysis

Intellectual Property: Trademarks

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Non-Litigation	Partner	51	\$370.00	\$475.00	\$565.01	\$466.72	\$492.24	\$427.86
		Associate	48	\$227.50	\$283.52	\$344.54	\$296.23	\$299.15	\$303.67
51-200 Lawyers	Non-Litigation	Partner	20	\$347.50	\$499.42	\$587.00	\$482.32	\$476.08	\$497.15
		Associate	13	\$236.93	\$275.48	\$326.83	\$290.40	\$282.03	\$313.07
201-500 Lawyers	Non-Litigation	Partner	31	\$435.00	\$592.50	\$693.58	\$583.26	\$601.58	\$577.62
		Associate	43	\$300.00	\$384.52	\$425.00	\$379.21	\$379.10	\$370.54
501-1,000 Lawyers	Non-Litigation	Partner	38	\$520.00	\$605.67	\$670.50	\$601.91	\$612.02	\$584.71
		Associate	51	\$280.60	\$360.00	\$465.00	\$383.56	\$378.11	\$408.43
More Than 1,000 Lawyers	Non-Litigation	Partner	48	\$585.00	\$685.00	\$775.00	\$701.81	\$675.55	\$630.20
		Associate	44	\$377.50	\$438.25	\$557.50	\$479.10	\$452.32	\$415.74

Section III: Practice Area Analysis

Intellectual Property: Other

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	14	\$495.42	\$529.42	\$586.50	\$532.78	\$541.03	\$513.41
	Associate	12	\$316.28	\$345.38	\$375.00	\$343.71	\$282.27	\$414.65
Austin, TX	Partner	7	\$400.00	\$475.00	\$489.82	\$449.97	\$407.26	\$370.33
	Associate	11	\$215.00	\$275.00	\$330.00	\$264.23	\$261.83	\$257.82
Boston, MA	Partner	13	\$239.06	\$397.50	\$675.00	\$447.96	\$530.58	\$561.34
	Associate	7	\$198.24	\$260.00	\$460.00	\$312.61	\$286.41	\$420.92
Chicago, IL	Partner	82	\$420.00	\$535.52	\$700.00	\$576.87	\$547.21	\$561.24
	Associate	63	\$275.00	\$360.00	\$522.75	\$400.17	\$363.73	\$350.53
Detroit, MI	Partner	9	\$290.00	\$310.00	\$400.00	\$348.90	\$369.23	\$355.04
	Associate	10	\$175.50	\$207.50	\$220.50	\$203.75	\$229.26	\$233.06
Greenville, SC	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Associate	17	\$220.00	\$233.97	\$250.00	\$237.70	\$225.92	n/a
Houston, TX	Partner	n/a	n/a	n/a	n/a	n/a	n/a	\$489.76
	Associate	19	\$195.65	\$242.20	\$274.77	\$241.36	\$234.88	\$229.23
Los Angeles, CA	Partner	37	\$450.00	\$655.00	\$870.00	\$690.09	\$725.36	\$638.87
	Associate	53	\$365.20	\$568.00	\$676.90	\$539.70	\$503.51	\$437.79
Miami, FL	Partner	7	\$325.00	\$475.00	\$700.00	\$477.79	\$459.09	\$423.19
	Associate	7	\$300.00	\$325.00	\$488.00	\$355.86	\$351.21	\$266.43
Minneapolis, MN	Partner	8	\$370.75	\$427.00	\$522.50	\$438.81	\$524.69	\$460.81
	Associate	10	\$300.14	\$352.50	\$415.00	\$354.28	\$275.82	\$494.07
New York, NY	Partner	64	\$608.52	\$781.65	\$1,093.71	\$841.79	\$722.86	\$638.50
	Associate	101	\$425.00	\$535.00	\$725.00	\$551.75	\$458.26	\$401.16
Philadelphia, PA	Partner	38	\$450.00	\$522.50	\$662.31	\$575.93	\$617.84	\$568.33
	Associate	31	\$216.00	\$318.25	\$395.00	\$319.34	\$351.41	\$325.64
San Francisco, CA	Partner	32	\$545.76	\$716.43	\$905.50	\$743.97	\$696.74	\$622.04
	Associate	23	\$444.72	\$595.00	\$725.00	\$575.28	\$504.01	\$439.70
San Jose, CA	Partner	12	\$777.50	\$822.50	\$900.00	\$837.02	\$690.44	\$673.63
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$472.88
Seattle, WA	Partner	12	\$346.50	\$442.50	\$513.51	\$445.84	\$414.28	\$439.22
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$298.69
St. Louis, MO	Partner	16	\$370.00	\$468.00	\$491.00	\$448.08	\$418.33	\$407.60
	Associate	30	\$216.00	\$243.00	\$261.00	\$242.70	\$228.48	\$226.20
Washington, DC	Partner	117	\$575.02	\$650.00	\$785.00	\$681.33	\$686.33	\$652.62
	Associate	83	\$351.55	\$435.00	\$590.75	\$466.08	\$419.15	\$379.29

Section III: Practice Area Analysis

Intellectual Property: Other

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	75	\$405.05	\$545.00	\$695.00	\$557.44	\$533.03	\$508.16
	Non-Litigation	166	\$375.00	\$548.46	\$755.00	\$573.71	\$540.03	\$512.05
21 or More Years	Litigation	97	\$449.48	\$575.00	\$792.00	\$622.13	\$619.14	\$589.69
	Non-Litigation	171	\$439.95	\$616.22	\$846.21	\$667.16	\$631.40	\$586.05

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	12	\$259.97	\$296.63	\$314.00	\$301.30	\$291.63	\$300.58
	Non-Litigation	23	\$288.35	\$305.00	\$430.00	\$344.04	\$305.09	\$276.82
3 to Fewer Than 7 Years	Litigation	29	\$375.00	\$470.00	\$710.00	\$516.60	\$401.32	\$374.29
	Non-Litigation	72	\$271.00	\$387.20	\$658.25	\$460.77	\$384.46	\$375.51
7 and More Years	Litigation	36	\$377.50	\$492.50	\$590.75	\$474.93	\$410.61	\$396.78
	Non-Litigation	79	\$280.00	\$373.00	\$485.00	\$421.43	\$423.75	\$408.59

Section III: Practice Area Analysis

Intellectual Property: Other

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	20	\$212.50	\$342.50	\$402.50	\$346.18	\$370.38	\$320.53
		Associate	17	\$285.00	\$310.00	\$344.21	\$303.18	\$307.66	\$241.47
	Non-Litigation	Partner	78	\$325.00	\$392.50	\$475.00	\$417.64	\$411.97	\$391.44
		Associate	107	\$220.00	\$250.00	\$320.00	\$277.94	\$267.83	\$329.07
51-200 Lawyers	Litigation	Partner	53	\$345.12	\$449.48	\$525.00	\$456.86	\$464.21	\$439.38
		Associate	17	\$225.00	\$259.98	\$340.00	\$271.31	\$288.54	\$296.01
	Non-Litigation	Partner	71	\$340.00	\$400.00	\$570.00	\$460.68	\$437.77	\$428.99
		Associate	52	\$217.75	\$262.14	\$312.50	\$276.06	\$275.44	\$275.55
201-500 Lawyers	Litigation	Partner	32	\$506.72	\$588.50	\$782.50	\$627.23	\$590.06	\$555.03
		Associate	28	\$245.00	\$426.50	\$501.67	\$409.58	\$382.81	\$333.19
	Non-Litigation	Partner	63	\$468.00	\$531.00	\$630.00	\$553.06	\$542.07	\$532.53
		Associate	76	\$243.00	\$300.00	\$398.60	\$328.55	\$306.37	\$320.50
501-1,000 Lawyers	Litigation	Partner	62	\$554.00	\$640.75	\$835.00	\$727.24	\$692.90	\$607.34
		Associate	76	\$417.88	\$533.02	\$650.00	\$535.68	\$431.08	\$386.28
	Non-Litigation	Partner	101	\$615.00	\$745.00	\$945.00	\$787.64	\$728.83	\$630.16
		Associate	107	\$365.11	\$512.48	\$687.71	\$523.96	\$462.97	\$409.25
More Than 1,000 Lawyers	Litigation	Partner	32	\$567.50	\$635.88	\$750.00	\$683.50	\$748.40	\$729.14
		Associate	23	\$320.00	\$365.00	\$444.72	\$392.69	\$408.52	\$448.33
	Non-Litigation	Partner	78	\$710.00	\$810.00	\$972.56	\$838.75	\$817.17	\$745.66
		Associate	81	\$410.00	\$528.00	\$648.59	\$524.51	\$539.05	\$485.53

Section III: Practice Area Analysis

Labor and Employment

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Atlanta, GA	Partner	97	\$365.00	\$400.00	\$510.60	\$447.52	\$437.83	\$392.38
	Associate	64	\$250.40	\$284.93	\$335.00	\$293.70	\$255.94	\$283.51
Austin, TX	Partner	17	\$395.00	\$450.00	\$515.00	\$457.71	\$425.88	\$387.34
	Associate	n/a	n/a	n/a	n/a	n/a	\$325.96	\$276.58
Baltimore, MD	Partner	27	\$385.00	\$450.00	\$604.50	\$484.57	\$471.14	\$434.36
	Associate	33	\$310.00	\$353.87	\$470.00	\$389.95	\$343.29	\$318.13
Birmingham, AL	Partner	20	\$242.50	\$322.00	\$369.44	\$309.86	\$304.92	\$292.18
	Associate	11	\$220.00	\$246.54	\$300.00	\$259.95	\$248.27	\$199.80
Boston, MA	Partner	67	\$336.00	\$454.41	\$700.00	\$524.74	\$521.99	\$517.09
	Associate	60	\$312.92	\$419.15	\$565.08	\$455.20	\$430.05	\$353.19
Buffalo, NY	Partner	20	\$297.50	\$310.00	\$327.50	\$320.81	\$309.72	\$293.78
	Associate	12	\$220.00	\$235.00	\$243.26	\$233.75	\$220.00	\$201.78
Charlotte, NC	Partner	14	\$465.00	\$507.50	\$555.00	\$490.61	\$457.45	\$445.52
	Associate	11	\$266.84	\$310.00	\$361.17	\$317.23	\$288.28	\$314.62
Chicago, IL	Partner	233	\$450.00	\$567.75	\$743.75	\$606.72	\$573.96	\$538.95
	Associate	257	\$300.51	\$365.00	\$435.00	\$385.24	\$357.97	\$347.15
Cincinnati, OH	Partner	22	\$330.00	\$396.34	\$461.32	\$396.62	\$381.58	\$368.80
	Associate	13	\$200.00	\$235.00	\$280.00	\$238.89	\$229.89	\$222.28
Cleveland, OH	Partner	71	\$328.51	\$385.00	\$495.00	\$416.08	\$421.63	\$420.61
	Associate	62	\$240.00	\$285.00	\$320.00	\$284.61	\$283.90	\$272.13
Columbia, SC	Partner	13	\$335.00	\$399.50	\$417.88	\$383.75	\$365.50	\$351.04
	Associate	9	\$255.00	\$270.00	\$290.00	\$269.52	\$262.17	\$242.69
Columbus, OH	Partner	14	\$380.00	\$428.00	\$485.00	\$441.00	\$385.00	\$363.00
	Associate	11	\$250.00	\$300.00	\$370.00	\$323.00	\$293.00	\$247.00
Dallas, TX	Partner	53	\$375.18	\$478.30	\$575.00	\$492.91	\$499.75	\$453.79
	Associate	59	\$260.00	\$302.32	\$370.00	\$337.24	\$352.85	\$290.90
Denver, CO	Partner	33	\$369.00	\$435.00	\$522.73	\$444.82	\$439.80	\$384.24
	Associate	29	\$240.00	\$277.89	\$310.00	\$286.17	\$287.93	\$291.25
Detroit, MI	Partner	19	\$340.00	\$375.00	\$405.80	\$358.40	\$327.52	\$328.45
	Associate	8	\$260.78	\$291.00	\$314.45	\$289.06	\$237.88	\$230.14
Greenville, SC	Partner	23	\$377.29	\$428.16	\$475.00	\$427.38	\$389.61	\$389.48
	Associate	17	\$271.26	\$290.00	\$345.00	\$290.71	\$250.10	\$236.00
Hartford, CT	Partner	7	\$265.00	\$300.00	\$400.58	\$333.65	\$411.62	\$376.70
	Associate	7	\$155.00	\$285.00	\$300.00	\$247.72	\$285.66	\$262.80
Honolulu, HI	Partner	10	\$320.00	\$327.83	\$360.00	\$346.35	\$337.89	\$289.12
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$260.26

Section III: Practice Area Analysis

Labor and Employment

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Houston, TX	Partner	42	\$320.00	\$413.53	\$570.00	\$462.23	\$465.73	\$440.47
	Associate	23	\$255.00	\$295.00	\$378.00	\$333.37	\$324.46	\$334.44
Indianapolis, IN	Partner	20	\$310.11	\$365.55	\$472.50	\$387.49	\$374.34	\$369.65
	Associate	12	\$180.00	\$245.00	\$257.50	\$233.75	\$240.86	\$227.77
Kansas City, MO	Partner	27	\$305.00	\$350.00	\$405.00	\$361.13	\$371.25	\$334.11
	Associate	30	\$225.00	\$250.00	\$286.65	\$272.50	\$292.48	\$243.28
Las Vegas, NV	Partner	7	\$284.07	\$355.00	\$380.00	\$340.01	\$336.27	\$325.33
	Associate	7	\$232.00	\$285.00	\$305.00	\$271.44	\$253.66	\$251.42
Los Angeles, CA	Partner	185	\$400.00	\$525.00	\$695.00	\$575.11	\$533.48	\$475.97
	Associate	184	\$296.08	\$383.75	\$510.00	\$410.43	\$384.21	\$370.95
Memphis, TN	Partner	19	\$330.00	\$375.00	\$407.89	\$375.84	\$353.58	\$347.66
	Associate	10	\$238.50	\$265.38	\$285.00	\$265.43	n/a	\$229.54
Miami, FL	Partner	25	\$385.00	\$455.00	\$518.55	\$453.06	\$405.63	\$342.66
	Associate	27	\$231.01	\$310.00	\$435.00	\$339.91	\$312.60	\$255.03
Milwaukee, WI	Partner	18	\$310.00	\$380.03	\$450.00	\$389.70	\$360.78	\$371.56
	Associate	13	\$245.00	\$275.00	\$275.00	\$264.73	\$247.58	\$259.14
Minneapolis, MN	Partner	26	\$380.00	\$439.91	\$532.00	\$451.18	\$437.44	\$409.65
	Associate	16	\$245.00	\$280.00	\$297.68	\$278.19	\$258.04	\$254.08
Nashville, TN	Partner	24	\$360.00	\$384.45	\$435.00	\$395.76	\$388.97	\$356.42
	Associate	20	\$212.76	\$241.71	\$279.75	\$244.81	\$225.07	\$209.87
New York, NY	Partner	417	\$500.00	\$695.00	\$895.00	\$709.48	\$689.87	\$622.60
	Associate	448	\$322.49	\$432.24	\$597.50	\$472.82	\$506.41	\$455.68
Omaha, NE	Partner	8	\$234.00	\$315.59	\$379.84	\$323.76	\$343.44	\$292.89
	Associate	8	\$175.50	\$202.95	\$249.00	\$210.59	n/a	n/a
Orlando, FL	Partner	9	\$365.00	\$410.00	\$455.00	\$418.65	\$385.08	\$278.77
	Associate	7	\$268.77	\$278.08	\$400.17	\$314.14	\$287.39	\$223.55
Philadelphia, PA	Partner	154	\$450.00	\$600.17	\$700.30	\$601.67	\$553.81	\$518.95
	Associate	203	\$293.00	\$357.15	\$437.36	\$367.92	\$354.92	\$347.98
Phoenix, AZ	Partner	19	\$345.00	\$440.00	\$500.00	\$441.11	\$402.72	\$383.02
	Associate	14	\$275.00	\$290.00	\$300.00	\$289.23	\$284.08	\$293.71
Pittsburgh, PA	Partner	43	\$355.00	\$440.81	\$550.00	\$459.34	\$495.97	\$458.48
	Associate	59	\$273.00	\$301.00	\$368.88	\$322.17	\$311.42	\$286.94
Portland, OR	Partner	23	\$361.40	\$410.00	\$463.04	\$419.10	\$392.05	\$376.38
	Associate	25	\$265.00	\$285.00	\$325.66	\$302.04	\$275.61	\$261.94
Richmond, VA	Partner	26	\$410.00	\$487.30	\$550.00	\$500.71	\$474.72	\$443.62
	Associate	35	\$273.78	\$345.00	\$395.00	\$337.98	\$310.06	\$301.59

Section III: Practice Area Analysis

Labor and Employment

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Sacramento, CA	Partner	16	\$286.01	\$353.33	\$487.00	\$396.68	\$365.36	\$324.74
	Associate	12	\$240.00	\$250.00	\$263.13	\$270.96	\$268.70	\$255.27
San Diego, CA	Partner	30	\$325.00	\$350.00	\$432.00	\$396.27	\$364.54	\$363.95
	Associate	30	\$260.34	\$285.00	\$310.00	\$307.78	\$309.80	\$270.59
San Francisco, CA	Partner	106	\$395.16	\$500.00	\$675.00	\$545.91	\$527.20	\$521.10
	Associate	106	\$269.69	\$302.50	\$384.81	\$337.15	\$336.19	\$333.04
San Jose, CA	Partner	30	\$450.00	\$613.00	\$795.00	\$646.74	\$622.21	\$592.20
	Associate	19	\$294.18	\$400.00	\$465.00	\$406.10	\$367.53	\$391.15
San Juan, PR	Partner	26	\$180.00	\$213.81	\$250.00	\$212.88	\$195.61	\$214.01
	Associate	29	\$125.00	\$145.00	\$160.00	\$147.89	\$140.60	\$145.07
Seattle, WA	Partner	62	\$367.62	\$438.72	\$488.94	\$440.44	\$429.20	\$422.49
	Associate	35	\$229.65	\$255.00	\$312.98	\$272.33	\$287.86	\$290.85
St. Louis, MO	Partner	32	\$347.94	\$422.50	\$490.28	\$430.09	\$411.64	\$388.08
	Associate	17	\$230.00	\$244.34	\$270.00	\$244.43	\$277.38	\$253.12
Tampa, FL	Partner	17	\$291.00	\$374.29	\$399.00	\$373.44	\$367.16	\$330.83
	Associate	10	\$225.00	\$235.00	\$265.00	\$241.47	\$247.27	\$261.05
Trenton, NJ	Partner	11	\$290.93	\$431.19	\$595.00	\$445.68	\$509.99	\$502.63
	Associate	8	\$277.58	\$408.19	\$462.56	\$376.36	\$420.58	\$331.78
Washington, DC	Partner	237	\$575.00	\$705.26	\$830.00	\$703.83	\$691.15	\$658.81
	Associate	208	\$350.00	\$450.00	\$580.16	\$467.40	\$439.57	\$412.69

Section III: Practice Area Analysis

Labor and Employment

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	482	\$330.03	\$420.83	\$595.00	\$478.70	\$456.98	\$391.34
	Non-Litigation	524	\$350.00	\$440.00	\$597.69	\$496.31	\$484.33	\$468.93
21 or More Years	Litigation	710	\$387.45	\$500.00	\$685.00	\$549.17	\$503.40	\$462.82
	Non-Litigation	822	\$400.00	\$523.37	\$688.00	\$567.93	\$546.36	\$539.14

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	102	\$260.16	\$330.00	\$405.00	\$349.70	\$339.89	\$300.23
	Non-Litigation	82	\$265.00	\$309.40	\$360.00	\$315.81	\$311.61	\$285.20
3 to Fewer Than 7 Years	Litigation	299	\$264.00	\$335.00	\$505.00	\$396.84	\$370.04	\$333.01
	Non-Litigation	233	\$270.00	\$315.00	\$415.00	\$357.10	\$362.08	\$353.89
7 and More Years	Litigation	350	\$280.00	\$360.68	\$476.00	\$397.39	\$363.14	\$339.05
	Non-Litigation	354	\$285.00	\$350.00	\$460.00	\$398.89	\$397.39	\$390.85

Section III: Practice Area Analysis

Labor and Employment

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	179	\$250.00	\$315.00	\$400.00	\$343.94	\$319.32	\$298.72
		Associate	148	\$187.50	\$250.00	\$322.49	\$259.52	\$232.51	\$219.69
	Non-Litigation	Partner	161	\$250.00	\$331.88	\$440.36	\$372.40	\$376.18	\$380.73
		Associate	106	\$175.00	\$230.00	\$294.50	\$239.14	\$289.16	\$293.01
51-200 Lawyers	Litigation	Partner	151	\$290.93	\$370.00	\$454.41	\$393.51	\$377.24	\$305.57
		Associate	115	\$216.00	\$265.07	\$315.00	\$274.45	\$255.44	\$221.43
	Non-Litigation	Partner	204	\$329.25	\$396.50	\$531.00	\$446.12	\$429.33	\$414.60
		Associate	148	\$216.00	\$275.00	\$349.50	\$298.88	\$285.10	\$273.45
201-500 Lawyers	Litigation	Partner	312	\$378.50	\$469.62	\$676.30	\$508.28	\$453.83	\$391.02
		Associate	263	\$275.00	\$325.00	\$450.00	\$369.18	\$302.14	\$272.65
	Non-Litigation	Partner	325	\$350.00	\$420.75	\$500.00	\$443.77	\$438.45	\$429.98
		Associate	185	\$255.00	\$285.26	\$330.00	\$309.97	\$291.77	\$287.01
501-1,000 Lawyers	Litigation	Partner	508	\$375.00	\$489.38	\$637.00	\$540.33	\$515.32	\$489.04
		Associate	523	\$265.00	\$330.00	\$475.00	\$385.60	\$365.68	\$364.12
	Non-Litigation	Partner	532	\$414.18	\$519.47	\$679.64	\$576.02	\$563.65	\$555.58
		Associate	428	\$285.00	\$345.00	\$427.11	\$377.87	\$388.72	\$381.74
More Than 1,000 Lawyers	Litigation	Partner	244	\$604.50	\$727.58	\$860.00	\$731.24	\$708.13	\$671.05
		Associate	394	\$362.00	\$450.00	\$545.00	\$453.62	\$445.90	\$418.43
	Non-Litigation	Partner	332	\$549.99	\$698.14	\$861.60	\$722.50	\$703.07	\$664.75
		Associate	357	\$315.00	\$400.00	\$495.00	\$432.40	\$474.43	\$457.11

Section III: Practice Area Analysis

Real Estate

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Albuquerque, NM	Partner	12	\$200.00	\$210.00	\$360.00	\$263.83	\$214.76	\$211.63
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Atlanta, GA	Partner	69	\$250.00	\$300.00	\$425.00	\$379.80	\$397.06	\$383.72
	Associate	57	\$195.00	\$235.00	\$305.00	\$268.09	\$292.43	\$278.96
Austin, TX	Partner	9	\$325.00	\$325.00	\$395.00	\$369.72	\$363.50	\$389.14
	Associate	10	\$225.00	\$237.50	\$280.00	\$247.29	\$270.50	\$230.79
Baltimore, MD	Partner	18	\$323.00	\$350.00	\$395.00	\$390.07	\$348.72	\$384.24
	Associate	20	\$204.07	\$225.00	\$250.00	\$241.21	\$252.93	\$266.91
Birmingham, AL	Partner	21	\$275.00	\$290.00	\$300.00	\$297.59	\$302.85	\$294.28
	Associate	26	\$205.00	\$210.00	\$240.00	\$217.73	\$215.50	\$211.45
Boston, MA	Partner	54	\$235.00	\$360.00	\$595.00	\$441.00	\$457.98	\$450.44
	Associate	41	\$185.00	\$260.00	\$530.00	\$348.31	\$352.29	\$335.79
Bridgeport, CT	Partner	14	\$265.00	\$290.25	\$350.00	\$325.34	\$290.88	\$308.30
	Associate	8	\$205.00	\$250.00	\$265.00	\$234.38	\$217.02	\$214.15
Buffalo, NY	Partner	12	\$286.50	\$305.75	\$337.50	\$308.29	\$287.56	\$304.77
	Associate	11	\$193.50	\$225.00	\$285.00	\$230.45	\$217.22	\$232.15
Charleston, SC	Partner	16	\$235.00	\$282.50	\$310.00	\$285.63	\$302.36	\$265.36
	Associate	8	\$192.50	\$225.00	\$245.00	\$218.75	\$219.23	\$209.58
Charlotte, NC	Partner	21	\$250.00	\$275.00	\$300.00	\$278.46	\$330.66	\$316.76
	Associate	23	\$200.00	\$215.00	\$242.54	\$222.80	\$259.29	\$239.30
Chicago, IL	Partner	126	\$285.00	\$413.50	\$595.00	\$469.90	\$459.25	\$463.46
	Associate	115	\$210.00	\$290.00	\$395.00	\$324.05	\$312.10	\$306.47
Cincinnati, OH	Partner	21	\$335.00	\$420.00	\$455.00	\$396.37	\$351.35	\$365.38
	Associate	20	\$202.50	\$237.50	\$252.50	\$228.25	\$218.18	\$221.66
Cleveland, OH	Partner	57	\$284.31	\$350.00	\$425.00	\$364.76	\$374.24	\$388.09
	Associate	50	\$175.00	\$210.42	\$245.00	\$213.23	\$239.73	\$240.88
Columbia, SC	Partner	7	\$274.92	\$275.00	\$325.00	\$313.55	\$299.26	\$297.85
	Associate	9	\$175.00	\$210.00	\$235.00	\$207.78	\$221.24	\$192.24
Dallas, TX	Partner	44	\$275.89	\$328.34	\$480.00	\$382.54	\$403.97	\$395.78
	Associate	27	\$225.00	\$225.00	\$275.00	\$254.28	\$279.12	\$289.62
Denver, CO	Partner	42	\$270.00	\$310.00	\$425.00	\$337.67	\$354.01	\$362.87
	Associate	30	\$200.00	\$241.16	\$275.00	\$244.51	\$245.13	\$260.45
Detroit, MI	Partner	29	\$185.00	\$225.00	\$340.00	\$274.12	\$279.99	\$252.81
	Associate	36	\$165.00	\$185.00	\$200.00	\$197.08	\$211.28	\$196.56
Fresno, CA	Partner	14	\$275.00	\$295.00	\$375.00	\$320.69	\$273.40	n/a
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Section III: Practice Area Analysis

Real Estate

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Honolulu, HI	Partner	17	\$250.00	\$275.00	\$275.00	\$275.07	\$288.10	\$262.70
	Associate	16	\$162.50	\$175.00	\$184.97	\$173.81	\$179.16	\$168.40
Houston, TX	Partner	20	\$275.00	\$295.00	\$330.00	\$342.67	\$376.03	\$346.83
	Associate	19	\$175.00	\$240.00	\$305.00	\$282.87	\$253.19	\$249.43
Indianapolis, IN	Partner	26	\$215.00	\$325.00	\$420.00	\$325.86	\$336.40	\$293.80
	Associate	18	\$165.00	\$195.00	\$215.00	\$197.89	\$204.95	\$210.86
Jackson, MS	Partner	12	\$275.00	\$295.00	\$307.50	\$282.36	\$281.09	\$221.30
	Associate	11	\$185.00	\$190.00	\$220.91	\$196.45	\$200.17	\$196.94
Jacksonville, FL	Partner	20	\$295.00	\$312.32	\$355.00	\$321.88	\$305.00	\$312.70
	Associate	8	\$242.50	\$250.00	\$272.76	\$264.32	\$235.02	\$237.63
Kansas City, MO	Partner	27	\$225.00	\$320.00	\$450.00	\$345.67	\$362.59	\$296.46
	Associate	31	\$175.00	\$225.00	\$265.00	\$233.24	\$259.47	\$233.33
Las Vegas, NV	Partner	14	\$250.00	\$342.50	\$409.56	\$346.92	\$345.14	\$315.83
	Associate	21	\$184.37	\$185.00	\$250.00	\$213.70	\$217.12	\$209.74
Little Rock, AR	Partner	12	\$215.00	\$215.00	\$220.00	\$221.67	\$218.88	\$217.92
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Los Angeles, CA	Partner	132	\$300.00	\$395.75	\$545.00	\$448.52	\$460.28	\$438.04
	Associate	121	\$240.00	\$285.00	\$430.00	\$346.47	\$324.28	\$307.54
Louisville, KY	Partner	12	\$250.00	\$267.36	\$372.50	\$307.98	\$282.00	\$280.50
	Associate	7	\$184.00	\$200.00	\$210.00	\$203.29	\$197.09	\$192.87
Memphis, TN	Partner	14	\$260.00	\$307.50	\$345.00	\$292.82	\$275.65	\$283.83
	Associate	8	\$185.00	\$190.00	\$215.00	\$199.38	\$201.08	\$188.28
Miami, FL	Partner	86	\$275.00	\$350.00	\$450.00	\$374.54	\$406.29	\$391.73
	Associate	74	\$185.00	\$241.67	\$297.00	\$251.98	\$253.31	\$245.11
Milwaukee, WI	Partner	26	\$257.76	\$275.00	\$357.00	\$304.15	\$358.24	\$325.60
	Associate	15	\$225.00	\$235.00	\$275.00	\$246.49	\$240.72	\$215.92
Minneapolis, MN	Partner	28	\$225.00	\$237.50	\$322.50	\$294.97	\$312.49	\$288.24
	Associate	17	\$190.00	\$200.00	\$217.68	\$204.28	\$233.13	\$201.90
Nashville, TN	Partner	19	\$250.00	\$300.00	\$396.00	\$314.45	\$320.91	\$352.14
	Associate	12	\$184.25	\$216.00	\$220.50	\$203.17	\$201.19	\$200.12
New Orleans, LA	Partner	26	\$200.00	\$275.00	\$295.00	\$256.27	\$266.39	\$288.99
	Associate	18	\$160.00	\$175.00	\$195.00	\$182.78	\$187.59	\$189.45
New York, NY	Partner	187	\$300.00	\$425.00	\$608.00	\$481.66	\$517.62	\$505.93
	Associate	164	\$240.00	\$285.00	\$376.73	\$328.50	\$359.04	\$359.09
Oklahoma City, OK	Partner	12	\$200.00	\$200.00	\$352.50	\$257.50	\$263.33	\$227.92
	Associate	10	\$175.00	\$185.00	\$205.00	\$193.54	\$194.75	n/a

Section III: Practice Area Analysis

Real Estate

By City

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Orlando, FL	Partner	22	\$290.00	\$322.50	\$390.00	\$339.44	\$335.01	\$332.08
	Associate	18	\$210.00	\$228.00	\$250.00	\$231.24	\$224.09	\$222.32
Philadelphia, PA	Partner	75	\$265.00	\$385.00	\$500.00	\$404.82	\$393.06	\$408.31
	Associate	77	\$190.00	\$270.00	\$325.00	\$259.37	\$263.83	\$263.19
Phoenix, AZ	Partner	34	\$240.00	\$300.00	\$350.00	\$307.20	\$323.09	\$309.60
	Associate	17	\$195.00	\$234.00	\$271.30	\$232.75	\$234.33	\$231.00
Pittsburgh, PA	Partner	28	\$220.00	\$240.00	\$352.50	\$300.13	\$358.52	\$373.21
	Associate	30	\$170.00	\$175.00	\$270.00	\$225.13	\$258.42	\$257.96
Portland, ME	Partner	10	\$200.00	\$200.00	\$200.00	\$197.68	\$193.13	\$192.14
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Portland, OR	Partner	19	\$240.00	\$295.00	\$380.00	\$318.03	\$326.64	\$303.74
	Associate	21	\$200.00	\$246.00	\$314.00	\$257.43	\$219.67	\$222.48
Providence, RI	Partner	10	\$185.00	\$275.00	\$335.00	\$270.00	\$301.36	\$266.58
	Associate	n/a	n/a	n/a	n/a	n/a	\$182.50	\$178.87
Raleigh, NC	Partner	15	\$250.00	\$257.80	\$285.00	\$271.14	\$276.11	\$293.54
	Associate	9	\$175.00	\$196.24	\$200.00	\$183.47	\$188.57	\$201.44
Richmond, VA	Partner	11	\$225.00	\$250.00	\$400.00	\$343.57	\$315.54	\$292.87
	Associate	11	\$240.00	\$300.00	\$460.00	\$328.73	\$277.30	\$252.28
Salt Lake City, UT	Partner	12	\$237.50	\$250.00	\$285.00	\$255.00	\$252.79	\$262.97
	Associate	n/a	n/a	n/a	n/a	n/a	\$219.52	\$228.13
San Diego, CA	Partner	33	\$250.00	\$300.00	\$325.00	\$332.88	\$364.28	\$384.42
	Associate	26	\$185.00	\$225.00	\$250.00	\$236.71	\$283.59	\$265.97
San Francisco, CA	Partner	56	\$290.00	\$325.00	\$545.00	\$435.89	\$447.48	\$437.86
	Associate	45	\$220.00	\$295.00	\$458.33	\$325.18	\$286.38	\$344.21
Seattle, WA	Partner	40	\$312.50	\$362.50	\$437.50	\$384.52	\$390.64	\$410.93
	Associate	32	\$225.00	\$247.50	\$275.00	\$250.27	\$251.80	\$258.66
St. Louis, MO	Partner	36	\$200.00	\$296.49	\$344.25	\$296.92	\$304.48	\$305.49
	Associate	24	\$159.96	\$199.13	\$225.00	\$203.92	\$194.76	\$202.34
Tampa, FL	Partner	34	\$295.00	\$325.00	\$450.00	\$366.60	\$358.44	\$358.48
	Associate	15	\$200.00	\$240.70	\$287.98	\$239.69	\$234.93	\$220.75
Virginia Beach, VA	Partner	11	\$275.00	\$340.00	\$375.00	\$339.73	\$323.50	\$323.88
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$205.91
Washington, DC	Partner	61	\$325.00	\$484.58	\$665.00	\$513.19	\$506.15	\$494.31
	Associate	48	\$225.00	\$290.00	\$349.85	\$310.57	\$324.20	\$318.10

Section III: Practice Area Analysis

Real Estate

By Years of Experience and Matter Type

2016—Real Rates for Partners

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 21 Years	Litigation	376	\$215.00	\$270.00	\$320.00	\$289.13	\$286.59	\$292.05
	Non-Litigation	473	\$250.00	\$300.00	\$385.00	\$344.19	\$355.74	\$352.32
21 or More Years	Litigation	572	\$236.50	\$295.00	\$379.00	\$336.55	\$332.60	\$331.35
	Non-Litigation	776	\$275.00	\$350.00	\$475.00	\$391.05	\$407.25	\$388.27

2016—Real Rates for Associates

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2016	2015	2014
Fewer Than 3 Years	Litigation	66	\$175.00	\$200.00	\$250.00	\$214.69	\$213.40	\$208.68
	Non-Litigation	67	\$189.00	\$225.00	\$275.00	\$239.70	\$238.12	\$226.47
3 to Fewer Than 7 Years	Litigation	171	\$180.00	\$205.00	\$240.00	\$225.80	\$238.31	\$237.15
	Non-Litigation	200	\$185.00	\$225.00	\$280.00	\$255.25	\$276.67	\$262.36
7 and More Years	Litigation	285	\$184.45	\$225.00	\$255.74	\$243.11	\$236.54	\$232.41
	Non-Litigation	322	\$200.00	\$250.00	\$312.00	\$283.48	\$298.45	\$287.03

Section III: Practice Area Analysis

Real Estate

By Firm Size and Matter Type

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Litigation	Partner	563	\$215.00	\$250.00	\$300.00	\$268.79	\$262.62	\$255.89
		Associate	451	\$175.00	\$200.00	\$245.00	\$208.49	\$203.93	\$198.89
	Non-Litigation	Partner	620	\$225.00	\$273.27	\$325.00	\$286.33	\$279.66	\$271.74
		Associate	408	\$175.00	\$200.43	\$250.00	\$214.34	\$212.28	\$207.85
51-200 Lawyers	Litigation	Partner	278	\$220.00	\$275.00	\$325.00	\$292.60	\$289.74	\$292.63
		Associate	248	\$170.00	\$195.00	\$235.00	\$211.83	\$209.49	\$200.97
	Non-Litigation	Partner	366	\$275.00	\$325.00	\$415.00	\$351.78	\$351.08	\$345.20
		Associate	238	\$190.00	\$229.75	\$275.00	\$237.35	\$235.26	\$234.04
201-500 Lawyers	Litigation	Partner	153	\$285.00	\$325.00	\$421.00	\$367.53	\$370.75	\$374.00
		Associate	128	\$215.00	\$250.00	\$292.50	\$268.22	\$266.92	\$268.74
	Non-Litigation	Partner	251	\$306.00	\$395.00	\$486.00	\$420.26	\$418.70	\$408.49
		Associate	186	\$225.00	\$270.00	\$325.00	\$288.53	\$287.46	\$280.87
501-1,000 Lawyers	Litigation	Partner	48	\$300.00	\$395.00	\$650.00	\$468.90	\$446.28	\$474.41
		Associate	54	\$225.00	\$250.00	\$375.00	\$308.50	\$294.55	\$300.87
	Non-Litigation	Partner	116	\$410.00	\$518.33	\$641.33	\$536.07	\$565.33	\$515.24
		Associate	139	\$250.00	\$330.00	\$430.00	\$349.64	\$364.42	\$360.32
More Than 1,000 Lawyers	Litigation	Partner	39	\$612.00	\$800.00	\$995.00	\$795.97	\$724.83	\$690.41
		Associate	30	\$395.00	\$488.25	\$650.00	\$498.65	\$442.02	\$416.03
	Non-Litigation	Partner	103	\$525.00	\$680.00	\$875.00	\$707.80	\$672.31	\$650.88
		Associate	101	\$305.00	\$423.00	\$592.64	\$436.89	\$396.49	\$405.67

Section IV

In-Depth Analysis

for Select US Cities



2017 Real Rate Report Snapshot

Section IV: In-Depth Analysis for Select US Cities

Baltimore, MD

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	50 Lawyers or Fewer	Partner	21	\$328.00	\$355.00	\$360.00	\$347.68	\$337.65	\$344.09
		Associate	8	\$201.33	\$227.00	\$247.99	\$227.08	\$216.75	\$209.83
Commercial	50 Lawyers or Fewer	Partner	7	\$620.00	\$695.00	\$740.00	\$676.71	n/a	\$619.09
		Associate	10	\$284.00	\$367.00	\$445.00	\$377.20	\$373.86	\$370.57
Corporate: Mergers, Acquisitions, and Divestitures	501-1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$665.61	n/a
		Associate	13	\$369.00	\$454.50	\$544.00	\$458.30	\$445.46	n/a
Corporate: Regulatory and Compliance	501-1,000 Lawyers	Partner	11	\$475.00	\$536.00	\$740.00	\$584.11	\$504.02	\$551.91
		Associate	21	\$386.24	\$390.00	\$530.27	\$448.07	\$324.37	\$359.40
Corporate: Other	501-1,000 Lawyers	Partner	20	\$480.86	\$612.50	\$677.50	\$600.58	\$576.34	\$621.62
		Associate	45	\$332.08	\$390.00	\$431.11	\$390.21	\$382.46	\$385.06
Finance and Securities	More Than 1,000 Lawyers	Partner	21	\$450.24	\$690.80	\$815.43	\$662.95	\$670.40	\$656.36
		Associate	23	\$255.06	\$331.58	\$550.00	\$388.41	\$410.94	\$420.74
General Liability (Litigation)	50 Lawyers or Fewer	Partner	25	\$332.14	\$360.00	\$460.00	\$412.58	\$405.95	\$406.12
		Associate	13	\$248.00	\$280.15	\$330.00	\$288.77	\$251.29	\$262.62
General Liability (Litigation)	501-1,000 Lawyers	Partner	7	\$245.00	\$285.00	\$335.00	\$302.86	n/a	n/a
		Associate	7	\$190.00	\$190.00	\$295.00	\$229.29	n/a	n/a
General Liability (Litigation)	More Than 1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$378.50	\$394.00
		Associate	14	\$255.00	\$269.78	\$283.60	\$269.99	\$258.83	\$214.47
General Liability (Litigation)	501-1,000 Lawyers	Partner	16	\$475.00	\$552.50	\$625.00	\$531.81	\$499.64	\$525.89
		Associate	42	\$315.00	\$384.91	\$429.21	\$381.53	\$351.30	\$353.38
Insurance Defense (Litigation)	More Than 1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	19	\$360.00	\$400.00	\$544.00	\$451.11	\$440.91	n/a
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	29	\$145.00	\$175.00	\$325.00	\$208.84	\$178.56	\$173.93
		Associate	17	\$145.00	\$148.44	\$150.00	\$147.85	\$142.93	\$144.79
Insurance Defense (Litigation)	51-200 Lawyers	Partner	15	\$169.02	\$175.00	\$194.43	\$186.41	\$181.27	\$172.62
		Associate	11	\$150.00	\$170.00	\$170.00	\$165.62	\$148.67	\$139.76
Insurance Defense (Litigation)	More Than 1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	12	\$311.50	\$355.00	\$408.50	\$360.52	\$364.48	\$389.76
Labor and Employment	501-1,000 Lawyers	Partner	11	\$403.58	\$595.00	\$630.00	\$551.43	n/a	\$429.69
		Associate	11	\$285.00	\$375.00	\$475.00	\$385.45	\$306.43	\$300.08
Labor and Employment	More Than 1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	11	\$340.00	\$400.00	\$577.00	\$454.95	\$473.79	\$425.38
Real Estate	50 Lawyers or Fewer	Partner	10	\$323.00	\$350.00	\$360.00	\$345.63	\$336.28	\$301.51
		Associate	9	\$204.00	\$204.00	\$225.00	\$212.38	\$205.09	\$207.62

Section IV: In-Depth Analysis for Select US Cities

Boston, MA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	50 Lawyers or Fewer	Partner	10	\$225.00	\$317.50	\$395.00	\$327.39	\$296.64	\$299.03
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$214.76
	51-200 Lawyers	Partner	15	\$350.00	\$602.56	\$730.00	\$563.01	\$580.70	\$505.42
		Associate	18	\$260.00	\$260.00	\$380.00	\$305.43	\$331.75	\$386.76
	201-500 Lawyers	Partner	11	\$450.00	\$600.00	\$690.00	\$563.88	\$534.40	\$588.93
		Associate	n/a	n/a	n/a	n/a	n/a	\$418.00	\$378.53
	More Than 1,000 Lawyers	Partner	8	\$516.05	\$689.25	\$855.50	\$735.98	\$748.00	n/a
		Associate	8	\$416.63	\$631.44	\$675.26	\$561.49	\$513.61	\$513.00
Corporate: Mergers, Acquisitions, and Divestitures	51-200 Lawyers	Partner	11	\$615.00	\$730.00	\$900.00	\$719.00	\$770.92	\$753.75
		Associate	15	\$260.00	\$380.00	\$480.00	\$350.67	\$334.00	n/a
	501-1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$977.00	\$812.20
		Associate	13	\$520.00	\$695.00	\$716.64	\$618.59	n/a	\$413.37
Corporate: Regulatory and Compliance	51-200 Lawyers	Partner	16	\$570.00	\$730.00	\$870.50	\$723.50	\$701.13	\$707.71
		Associate	18	\$260.00	\$282.50	\$480.00	\$381.94	\$355.59	\$328.98
	201-500 Lawyers	Partner	8	\$576.10	\$638.50	\$668.00	\$641.28	\$639.39	\$650.33
		Associate	8	\$346.50	\$381.71	\$400.00	\$382.68	n/a	\$378.99
Corporate: Other	50 Lawyers or Fewer	Partner	23	\$365.00	\$372.24	\$441.00	\$383.98	\$370.65	\$365.99
		Associate	20	\$260.00	\$331.33	\$365.00	\$364.98	\$280.31	\$258.75
	51-200 Lawyers	Partner	45	\$510.00	\$615.00	\$815.00	\$640.94	\$657.53	\$680.27
		Associate	79	\$260.00	\$370.00	\$480.00	\$366.07	\$361.88	\$318.48
	201-500 Lawyers	Partner	28	\$510.00	\$606.25	\$662.50	\$566.91	\$536.14	\$561.39
		Associate	22	\$291.21	\$365.23	\$501.13	\$377.94	\$368.31	\$367.72
	501-1,000 Lawyers	Partner	11	\$495.00	\$660.00	\$960.00	\$739.58	\$675.88	\$643.56
		Associate	11	\$480.58	\$495.00	\$550.00	\$508.08	\$445.93	\$412.11
Environmental	More Than 1,000 Lawyers	Partner	20	\$785.79	\$880.00	\$1,025.00	\$907.64	\$846.59	\$790.18
		Associate	26	\$523.00	\$557.50	\$720.00	\$589.73	\$518.59	\$513.94
	51-200 Lawyers	Partner	11	\$450.00	\$575.00	\$730.00	\$597.03	\$642.50	n/a
		Associate	7	\$260.00	\$260.00	\$380.00	\$311.43	\$318.00	n/a
Finance and Securities	51-200 Lawyers	Partner	24	\$607.50	\$650.00	\$780.00	\$684.97	\$668.65	\$648.04
		Associate	27	\$260.00	\$380.00	\$410.00	\$364.40	\$360.12	\$366.42
	501-1,000 Lawyers	Partner	43	\$765.00	\$860.00	\$1,000.00	\$860.79	\$902.59	\$800.43
		Associate	41	\$395.00	\$465.00	\$575.00	\$501.11	\$481.26	\$444.96
	More Than 1,000 Lawyers	Partner	81	\$920.00	\$1,040.00	\$1,260.00	\$1,080.28	\$856.97	\$733.61
		Associate	174	\$470.00	\$625.00	\$705.00	\$603.39	\$589.57	\$602.21

Section IV: In-Depth Analysis for Select US Cities

Boston, MA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
General Liability (Litigation)	50 Lawyers or Fewer	Partner	36	\$190.00	\$220.00	\$251.25	\$238.66	\$229.06	\$229.22
		Associate	59	\$164.98	\$175.00	\$185.00	\$174.28	\$171.61	\$176.12
	51-200 Lawyers	Partner	11	\$185.00	\$185.00	\$712.52	\$356.87	\$374.84	\$272.94
		Associate	15	\$165.00	\$165.00	\$165.00	\$201.33	\$245.05	\$188.31
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	40	\$155.00	\$172.46	\$231.22	\$190.12	\$181.68	\$183.99
		Associate	36	\$141.52	\$181.98	\$189.00	\$171.55	\$165.34	\$161.29
	51-200 Lawyers	Partner	29	\$185.00	\$200.00	\$225.00	\$275.62	\$262.97	\$236.64
		Associate	29	\$156.93	\$159.68	\$175.14	\$209.60	\$241.16	\$216.76
	201-500 Lawyers	Partner	23	\$206.58	\$220.00	\$285.00	\$292.38	\$262.37	\$261.16
		Associate	13	\$175.00	\$220.00	\$265.00	\$270.15	\$204.94	\$204.90
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	8	\$260.00	\$339.39	\$522.50	\$378.96	n/a	n/a
		Associate	11	\$175.00	\$365.00	\$365.00	\$316.22	\$358.77	n/a
	51-200 Lawyers	Partner	10	\$410.00	\$420.00	\$594.00	\$461.29	\$474.59	\$444.00
		Associate	8	\$252.33	\$303.23	\$402.16	\$336.93	\$309.00	\$361.60
	201-500 Lawyers	Partner	22	\$590.00	\$704.90	\$830.00	\$705.24	\$665.00	\$603.11
		Associate	29	\$370.00	\$392.00	\$507.36	\$441.81	\$453.37	\$410.92
	501-1,000 Lawyers	Partner	21	\$543.12	\$616.88	\$761.47	\$640.46	\$683.08	\$706.84
		Associate	28	\$396.24	\$453.43	\$551.81	\$470.96	\$441.52	\$390.00
Labor and Employment	50 Lawyers or Fewer	Partner	7	\$525.00	\$645.73	\$810.00	\$638.56	\$575.71	\$614.26
		Associate	7	\$335.79	\$380.00	\$460.00	\$385.70	\$404.90	\$348.10
	51-200 Lawyers	Partner	16	\$250.00	\$321.12	\$357.50	\$326.78	\$298.40	\$329.27
		Associate	n/a	n/a	n/a	n/a	n/a	\$280.91	\$251.18
	201-500 Lawyers	Partner	12	\$329.70	\$377.50	\$542.50	\$456.02	\$510.21	\$420.85
		Associate	7	\$330.99	\$425.00	\$742.87	\$503.69	\$428.47	\$301.69
	501-1,000 Lawyers	Partner	9	\$440.00	\$500.00	\$700.00	\$553.20	\$551.41	\$454.21
		Associate	9	\$289.93	\$390.00	\$420.00	\$393.44	\$326.52	\$299.12
Real Estate	More Than 1,000 Lawyers	Partner	19	\$398.33	\$490.00	\$610.00	\$517.88	\$543.17	\$543.57
		Associate	15	\$290.00	\$338.37	\$490.00	\$357.19	\$483.98	\$386.82
	50 Lawyers or Fewer	Partner	11	\$730.00	\$818.80	\$870.00	\$876.25	\$826.53	\$877.83
		Associate	24	\$480.60	\$560.63	\$654.15	\$567.97	\$523.67	\$601.14
	51-200 Lawyers	Partner	16	\$185.00	\$242.50	\$542.50	\$363.82	\$427.33	\$364.76
		Associate	13	\$165.00	\$185.00	\$300.00	\$244.52	\$303.35	\$274.96
	More Than 1,000 Lawyers	Partner	10	\$790.00	\$852.50	\$1,008.43	\$833.09	\$932.39	\$831.01
		Associate	12	\$612.50	\$640.00	\$648.02	\$618.77	\$486.86	\$475.63

Section IV: In-Depth Analysis for Select US Cities

Chicago, IL

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	51-200 Lawyers	Partner	15	\$241.31	\$410.00	\$625.00	\$443.50	\$460.30	\$501.38
		Associate	9	\$230.00	\$241.04	\$268.40	\$260.93	\$272.04	\$324.44
	201-500 Lawyers	Partner	18	\$432.00	\$492.00	\$622.56	\$518.93	\$511.94	\$483.30
		Associate	13	\$310.00	\$397.60	\$431.50	\$383.91	\$377.96	\$343.75
	501-1,000 Lawyers	Partner	11	\$515.00	\$675.00	\$787.50	\$661.14	\$652.83	\$592.84
		Associate	14	\$375.00	\$452.75	\$504.00	\$469.79	\$471.91	\$416.34
Commercial	50 Lawyers or Fewer	Partner	31	\$390.00	\$415.00	\$554.00	\$456.54	\$407.72	\$353.70
		Associate	24	\$185.00	\$300.00	\$345.00	\$283.11	\$247.88	\$241.43
	51-200 Lawyers	Partner	33	\$364.50	\$435.00	\$550.00	\$457.66	\$439.87	\$434.57
		Associate	22	\$216.00	\$277.50	\$350.00	\$286.17	\$277.89	\$275.44
	201-500 Lawyers	Partner	39	\$541.10	\$610.05	\$775.00	\$646.98	\$603.02	\$547.08
		Associate	32	\$372.50	\$443.38	\$525.44	\$455.68	\$417.33	\$380.32
	501-1,000 Lawyers	Partner	35	\$480.26	\$575.00	\$763.85	\$612.74	\$611.30	\$584.13
		Associate	34	\$348.99	\$380.91	\$438.00	\$392.68	\$383.66	\$375.53
	More Than 1,000 Lawyers	Partner	105	\$614.89	\$775.00	\$900.00	\$745.87	\$731.90	\$682.61
		Associate	81	\$383.00	\$476.88	\$585.00	\$490.78	\$450.34	\$389.01
Corporate: Mergers, Acquisitions, and Divestitures	51-200 Lawyers	Partner	11	\$500.00	\$558.00	\$670.00	\$572.18	n/a	\$449.23
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	201-500 Lawyers	Partner	12	\$544.47	\$620.23	\$773.25	\$657.94	\$657.39	\$657.58
		Associate	7	\$365.00	\$444.00	\$488.00	\$447.61	\$441.76	\$443.69
	501-1,000 Lawyers	Partner	8	\$597.50	\$673.74	\$780.00	\$693.21	\$709.22	\$705.95
		Associate	8	\$400.00	\$466.50	\$591.50	\$482.00	\$482.46	\$362.76
	More Than 1,000 Lawyers	Partner	80	\$673.35	\$807.12	\$945.00	\$828.20	\$786.99	\$731.83
		Associate	88	\$402.50	\$452.00	\$581.00	\$480.81	\$498.58	\$472.87
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	7	\$330.00	\$350.00	\$375.00	\$329.39	\$341.72	\$333.01
		Associate	8	\$230.09	\$250.00	\$337.07	\$286.79	\$289.02	\$298.24
	201-500 Lawyers	Partner	34	\$683.00	\$749.73	\$860.03	\$749.26	\$548.07	\$546.25
		Associate	53	\$392.00	\$467.00	\$598.00	\$484.49	\$413.67	\$363.11
	501-1,000 Lawyers	Partner	25	\$570.00	\$702.00	\$740.00	\$658.00	\$595.05	\$642.73
		Associate	27	\$333.00	\$405.00	\$525.00	\$422.00	\$411.12	\$399.45
	More Than 1,000 Lawyers	Partner	71	\$666.00	\$780.00	\$925.00	\$799.04	\$722.88	\$704.08
		Associate	58	\$344.00	\$414.75	\$627.07	\$472.99	\$438.17	\$416.53

Section IV: In-Depth Analysis for Select US Cities

Chicago, IL

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Corporate: Other	50 Lawyers or Fewer	Partner	28	\$199.34	\$265.00	\$467.50	\$343.75	\$363.65	\$374.59
		Associate	31	\$165.00	\$225.00	\$340.00	\$253.60	\$260.46	\$251.94
	51-200 Lawyers	Partner	24	\$292.50	\$475.00	\$610.85	\$457.60	\$443.63	\$457.29
		Associate	9	\$225.00	\$295.00	\$315.00	\$323.00	\$281.63	\$290.44
	201-500 Lawyers	Partner	112	\$547.39	\$681.50	\$777.50	\$673.29	\$616.79	\$616.54
		Associate	127	\$381.00	\$441.61	\$556.00	\$451.97	\$429.88	\$404.79
	501-1,000 Lawyers	Partner	77	\$545.00	\$650.00	\$795.00	\$678.95	\$654.37	\$633.31
		Associate	82	\$360.00	\$422.50	\$520.00	\$436.94	\$430.19	\$399.13
	More Than 1,000 Lawyers	Partner	324	\$669.17	\$812.50	\$959.19	\$825.63	\$790.95	\$757.76
		Associate	339	\$375.00	\$456.49	\$582.37	\$479.32	\$479.23	\$450.62
Environmental	50 Lawyers or Fewer	Partner	16	\$255.00	\$255.00	\$255.00	\$263.73	\$290.00	n/a
		Associate	20	\$170.00	\$170.00	\$170.00	\$171.50	\$172.50	n/a
	501-1,000 Lawyers	Partner	7	\$468.00	\$585.00	\$612.00	\$555.00	\$553.35	\$508.11
		Associate	12	\$351.50	\$402.75	\$463.50	\$414.54	\$407.96	\$377.39
	More Than 1,000 Lawyers	Partner	10	\$595.00	\$676.00	\$800.00	\$687.70	\$718.61	\$727.28
		Associate	9	\$345.00	\$447.00	\$550.00	\$451.56	\$414.00	\$450.27
Finance and Securities	51-200 Lawyers	Partner	18	\$420.00	\$525.00	\$675.00	\$521.70	\$547.79	\$516.59
		Associate	13	\$285.00	\$320.00	\$350.00	\$314.51	\$340.05	\$338.85
	201-500 Lawyers	Partner	67	\$610.00	\$693.00	\$780.00	\$693.24	\$667.23	\$588.75
		Associate	80	\$345.00	\$395.50	\$450.00	\$409.47	\$388.14	\$361.85
	501-1,000 Lawyers	Partner	55	\$664.00	\$765.00	\$865.00	\$755.22	\$715.03	\$657.90
		Associate	66	\$414.00	\$464.89	\$551.54	\$480.64	\$462.48	\$413.20
	More Than 1,000 Lawyers	Partner	231	\$731.51	\$925.00	\$1,075.00	\$909.53	\$853.27	\$783.42
		Associate	264	\$409.35	\$510.00	\$692.50	\$544.59	\$526.94	\$518.78
General Liability (Litigation)	50 Lawyers or Fewer	Partner	49	\$210.00	\$255.00	\$300.00	\$295.02	\$280.72	\$286.55
		Associate	67	\$170.00	\$170.06	\$220.00	\$199.23	\$195.43	\$185.58
	51-200 Lawyers	Partner	48	\$232.50	\$275.00	\$344.50	\$309.46	\$308.40	\$295.75
		Associate	104	\$175.21	\$207.88	\$235.38	\$212.01	\$209.53	\$209.32
	201-500 Lawyers	Partner	19	\$385.00	\$490.00	\$705.00	\$560.18	\$608.71	\$591.89
		Associate	14	\$246.52	\$325.00	\$463.50	\$355.37	\$410.94	\$368.55
	501-1,000 Lawyers	Partner	13	\$455.00	\$506.00	\$578.00	\$520.48	\$515.39	\$499.22
		Associate	15	\$315.00	\$332.00	\$386.75	\$348.98	\$367.18	\$372.12
	More Than 1,000 Lawyers	Partner	42	\$585.00	\$664.00	\$850.00	\$721.29	\$702.70	\$663.36
		Associate	33	\$375.00	\$485.69	\$675.00	\$522.40	\$485.79	\$493.25

Section IV: In-Depth Analysis for Select US Cities

Chicago, IL

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	109	\$175.00	\$200.00	\$280.00	\$224.45	\$224.20	\$230.96
		Associate	124	\$150.00	\$174.68	\$202.50	\$179.79	\$175.41	\$176.36
	51-200 Lawyers	Partner	34	\$209.98	\$222.50	\$240.00	\$223.76	\$239.27	\$247.93
		Associate	33	\$175.00	\$180.00	\$185.01	\$180.26	\$179.82	\$184.81
	201-500 Lawyers	Partner	34	\$275.00	\$321.32	\$385.00	\$351.17	\$341.93	\$318.98
		Associate	25	\$215.00	\$230.26	\$276.00	\$250.15	\$247.19	\$231.66
	501-1,000 Lawyers	Partner	15	\$274.49	\$395.00	\$525.00	\$400.00	\$358.65	\$331.07
		Associate	11	\$202.75	\$216.65	\$270.00	\$260.08	\$282.23	\$300.49
	More Than 1,000 Lawyers	Partner	46	\$490.00	\$615.00	\$775.00	\$636.47	\$582.15	\$587.83
		Associate	73	\$320.00	\$375.00	\$585.00	\$441.01	\$417.79	\$423.84
Intellectual Property: Patents	51-200 Lawyers	Partner	61	\$351.45	\$438.37	\$540.00	\$452.41	\$449.94	\$478.37
		Associate	26	\$250.00	\$264.95	\$304.45	\$282.73	\$284.40	\$278.10
	501-1,000 Lawyers	Partner	14	\$604.00	\$679.23	\$757.00	\$680.88	\$702.65	\$645.09
		Associate	26	\$390.00	\$429.25	\$544.09	\$452.92	\$462.61	\$396.91
	More Than 1,000 Lawyers	Partner	32	\$731.32	\$810.64	\$874.00	\$807.70	\$779.92	\$734.48
		Associate	33	\$405.09	\$473.37	\$585.00	\$477.48	\$448.82	\$451.01
Intellectual Property: Trademarks	More Than 1,000 Lawyers	Partner	7	\$597.58	\$735.00	\$850.00	\$686.71	\$684.89	\$629.09
		Associate	11	\$375.00	\$475.00	\$585.00	\$477.32	\$461.44	n/a
Intellectual Property: Other	51-200 Lawyers	Partner	33	\$350.00	\$440.74	\$515.00	\$454.98	\$425.82	\$431.50
		Associate	13	\$252.71	\$304.19	\$340.00	\$305.10	\$300.34	\$267.07
	501-1,000 Lawyers	Partner	7	\$547.63	\$591.00	\$935.00	\$699.46	\$614.53	\$558.18
		Associate	18	\$454.75	\$532.86	\$607.75	\$523.83	\$396.00	\$349.13
	More Than 1,000 Lawyers	Partner	26	\$585.00	\$696.50	\$866.11	\$724.93	\$715.15	\$713.55
		Associate	19	\$305.00	\$420.00	\$485.00	\$426.60	\$491.11	\$473.39
Labor and Employment	50 Lawyers or Fewer	Partner	15	\$250.00	\$375.00	\$450.00	\$380.75	\$459.34	\$425.69
		Associate	13	\$225.00	\$275.00	\$285.00	\$258.85	\$316.54	\$265.52
	51-200 Lawyers	Partner	9	\$360.00	\$400.50	\$474.40	\$424.93	\$367.39	\$329.77
		Associate	13	\$216.00	\$252.00	\$370.00	\$297.78	\$253.15	\$221.96
	201-500 Lawyers	Partner	44	\$442.50	\$549.78	\$759.38	\$606.36	\$585.12	\$542.24
		Associate	44	\$357.51	\$390.00	\$483.86	\$420.27	\$359.06	\$347.26
	501-1,000 Lawyers	Partner	89	\$465.00	\$555.00	\$654.66	\$573.24	\$546.25	\$515.67
		Associate	109	\$330.00	\$360.00	\$425.00	\$380.25	\$345.70	\$340.43
	More Than 1,000 Lawyers	Partner	74	\$529.90	\$719.71	\$860.00	\$718.00	\$710.08	\$664.87
		Associate	78	\$280.24	\$394.52	\$474.42	\$408.09	\$414.71	\$407.71

Section IV: In-Depth Analysis for Select US Cities

Chicago, IL

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Real Estate	50 Lawyers or Fewer	Partner	38	\$250.00	\$297.50	\$380.00	\$327.38	\$322.97	\$303.17
		Associate	29	\$190.00	\$210.00	\$250.00	\$246.01	\$237.86	\$216.69
	51-200 Lawyers	Partner	23	\$250.00	\$300.00	\$410.00	\$337.39	\$318.57	\$374.69
		Associate	18	\$175.00	\$195.00	\$250.00	\$213.36	\$234.56	\$217.88
	201-500 Lawyers	Partner	22	\$300.00	\$427.00	\$525.00	\$433.56	\$441.87	\$461.47
		Associate	18	\$240.00	\$292.50	\$347.18	\$314.06	\$277.24	\$300.29
	501-1,000 Lawyers	Partner	16	\$444.83	\$546.00	\$631.33	\$525.50	\$552.24	\$513.43
		Associate	21	\$288.27	\$354.00	\$413.60	\$357.80	\$360.75	\$338.35
	More Than 1,000 Lawyers	Partner	27	\$564.00	\$695.00	\$994.08	\$780.04	\$630.09	\$633.79
		Associate	29	\$325.00	\$425.00	\$525.00	\$452.57	\$369.03	\$381.28

Section IV: In-Depth Analysis for Select US Cities

Houston, TX

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	201-500 Lawyers	Partner	10	\$495.00	\$702.00	\$840.00	\$658.12	\$560.83	n/a
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Commercial	More Than 1,000 Lawyers	Partner	10	\$535.00	\$687.50	\$975.00	\$733.50	n/a	\$590.88
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Corporate: Other	501-1,000 Lawyers	Partner	26	\$657.00	\$775.00	\$935.00	\$768.47	\$720.01	\$710.06
		Associate	12	\$508.20	\$570.00	\$685.00	\$575.95	\$374.34	\$428.17
	More Than 1,000 Lawyers	Partner	13	\$645.00	\$754.81	\$1,025.00	\$822.33	\$770.59	\$838.50
		Associate	11	\$391.50	\$472.00	\$580.00	\$507.94	\$532.93	\$521.22
Finance and Securities	50 Lawyers or Fewer	Partner	7	\$385.00	\$440.00	\$475.00	\$446.43	n/a	n/a
		Associate	13	\$239.94	\$254.44	\$296.03	\$275.25	\$255.76	\$231.52
	501-1,000 Lawyers	Partner	38	\$750.00	\$850.00	\$1,050.00	\$869.14	\$846.56	\$823.51
		Associate	29	\$350.00	\$475.00	\$625.00	\$502.12	\$518.62	\$488.35
	More Than 1,000 Lawyers	Partner	20	\$762.50	\$1,000.00	\$1,295.00	\$989.42	\$1,114.56	\$879.18
		Associate	14	\$360.00	\$522.50	\$1,035.00	\$615.06	\$769.61	\$651.63
General Liability (Litigation)	50 Lawyers or Fewer	Partner	23	\$240.00	\$265.00	\$331.88	\$317.71	\$293.61	\$329.60
		Associate	16	\$220.00	\$325.61	\$335.00	\$299.10	\$287.56	\$312.01
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	21	\$189.81	\$191.65	\$205.00	\$208.97	\$204.21	\$189.57
		Associate	18	\$165.00	\$170.00	\$195.00	\$184.10	\$175.19	\$154.79
	51-200 Lawyers	Partner	20	\$188.09	\$208.47	\$220.00	\$209.22	\$205.54	\$204.29
		Associate	23	\$148.00	\$155.00	\$165.00	\$157.22	\$160.78	\$172.19
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	n/a	n/a	n/a	n/a	n/a	\$388.72	\$381.17
		Associate	20	\$197.15	\$235.00	\$261.66	\$229.22	\$223.12	\$225.77
	501-1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	14	\$197.89	\$229.93	\$320.00	\$268.14	\$329.63	\$379.58
Intellectual Property: Other	50 Lawyers or Fewer	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	19	\$195.65	\$242.20	\$274.77	\$241.36	\$227.69	\$218.63
Labor and Employment	501-1,000 Lawyers	Partner	24	\$330.00	\$448.92	\$560.00	\$486.09	\$453.54	\$473.35
		Associate	11	\$255.00	\$280.00	\$370.00	\$326.73	\$287.40	\$335.12
Real Estate	50 Lawyers or Fewer	Partner	11	\$225.00	\$275.00	\$295.00	\$261.39	\$257.71	\$243.29
		Associate	8	\$147.47	\$175.00	\$234.83	\$186.20	\$187.10	n/a

Section IV: In-Depth Analysis for Select US Cities

Los Angeles, CA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	50 Lawyers or Fewer	Partner	7	\$265.00	\$300.00	\$365.00	\$344.29	\$311.63	\$330.92
		Associate	12	\$190.19	\$230.00	\$240.00	\$224.20	\$224.01	\$244.86
Commercial	50 Lawyers or Fewer	Partner	27	\$295.00	\$475.00	\$575.00	\$459.61	\$358.73	\$374.32
		Associate	26	\$200.00	\$275.00	\$475.00	\$342.37	\$254.95	\$250.67
	51-200 Lawyers	Partner	23	\$509.68	\$680.00	\$725.00	\$623.77	\$539.67	\$523.86
		Associate	n/a	n/a	n/a	n/a	n/a	\$321.33	\$295.00
	201-500 Lawyers	Partner	18	\$520.00	\$594.72	\$601.00	\$550.24	\$527.38	\$536.94
		Associate	9	\$306.72	\$377.21	\$449.02	\$379.72	\$373.85	\$335.12
	501-1,000 Lawyers	Partner	24	\$512.50	\$620.00	\$710.36	\$629.87	\$599.98	\$599.30
		Associate	32	\$310.00	\$380.00	\$455.00	\$394.32	\$405.59	\$426.14
Corporate: Mergers, Acquisitions, and Divestitures	More Than 1,000 Lawyers	Partner	42	\$755.00	\$969.22	\$1,053.00	\$910.00	\$860.83	\$801.16
		Associate	105	\$456.31	\$548.00	\$640.00	\$553.71	\$512.58	\$516.15
	More Than 1,000 Lawyers	Partner	26	\$895.00	\$1,000.00	\$1,088.00	\$1,004.54	\$974.37	\$922.73
		Associate	65	\$470.00	\$565.00	\$675.00	\$597.10	\$588.60	\$570.69
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	18	\$425.00	\$547.50	\$640.00	\$527.97	\$531.44	\$491.99
		Associate	16	\$330.00	\$405.00	\$487.50	\$398.31	\$400.97	\$405.28
	51-200 Lawyers	Partner	9	\$280.00	\$495.00	\$636.00	\$471.31	\$417.99	\$443.89
		Associate	9	\$180.00	\$375.00	\$465.00	\$338.44	\$279.94	\$290.35
	501-1,000 Lawyers	Partner	14	\$590.00	\$689.63	\$788.00	\$721.05	\$690.60	\$607.67
		Associate	18	\$417.00	\$468.91	\$500.00	\$451.47	\$507.01	\$481.43
	More Than 1,000 Lawyers	Partner	35	\$726.25	\$850.00	\$1,012.50	\$886.72	\$866.93	\$841.74
		Associate	95	\$461.24	\$535.50	\$650.00	\$558.94	\$502.05	\$509.42
Corporate: Other	50 Lawyers or Fewer	Partner	41	\$340.00	\$405.00	\$635.00	\$479.84	\$474.72	\$415.95
		Associate	23	\$250.00	\$275.00	\$335.00	\$320.97	\$321.68	\$291.05
	51-200 Lawyers	Partner	37	\$690.00	\$855.00	\$1,080.00	\$899.24	\$822.27	\$611.56
		Associate	33	\$450.00	\$534.71	\$590.00	\$547.03	\$520.08	\$368.12
	201-500 Lawyers	Partner	33	\$415.00	\$533.43	\$680.00	\$569.57	\$570.22	\$567.08
		Associate	23	\$358.94	\$399.53	\$514.00	\$432.83	\$401.93	\$384.00
	501-1,000 Lawyers	Partner	52	\$533.54	\$665.51	\$777.50	\$688.36	\$661.86	\$680.23
		Associate	55	\$415.00	\$510.00	\$589.50	\$513.78	\$453.44	\$419.95
	More Than 1,000 Lawyers	Partner	119	\$830.00	\$950.00	\$1,050.00	\$923.80	\$903.56	\$864.69
		Associate	216	\$467.00	\$601.88	\$728.30	\$593.21	\$548.17	\$520.58

Section IV: In-Depth Analysis for Select US Cities

Los Angeles, CA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Environmental	50 Lawyers or Fewer	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	13	\$175.00	\$175.00	\$175.00	\$179.62	n/a	n/a
	501-1,000 Lawyers	Partner	8	\$446.61	\$616.79	\$835.00	\$658.48	\$641.04	n/a
		Associate	8	\$190.00	\$216.00	\$273.00	\$263.51	\$285.38	\$272.28
Finance and Securities	51-200 Lawyers	Partner	30	\$615.00	\$761.00	\$864.00	\$759.67	\$642.01	\$638.22
		Associate	26	\$410.00	\$538.50	\$586.75	\$520.81	\$477.12	\$431.49
	501-1,000 Lawyers	Partner	38	\$647.00	\$782.50	\$875.00	\$797.02	\$778.86	\$727.73
		Associate	44	\$409.00	\$502.50	\$578.00	\$510.58	\$502.29	\$472.72
General Liability (Litigation)	More Than 1,000 Lawyers	Partner	118	\$887.25	\$1,002.21	\$1,150.00	\$1,021.76	\$959.98	\$951.47
		Associate	254	\$605.00	\$750.00	\$840.00	\$725.46	\$676.06	\$623.47
	50 Lawyers or Fewer	Partner	52	\$197.50	\$255.00	\$304.20	\$270.69	\$289.95	\$291.31
		Associate	60	\$175.00	\$195.56	\$250.00	\$208.16	\$202.82	\$198.35
	51-200 Lawyers	Partner	20	\$245.00	\$280.23	\$405.00	\$360.97	\$366.09	\$381.61
		Associate	33	\$197.36	\$205.00	\$225.00	\$230.12	\$244.64	\$267.70
	201-500 Lawyers	Partner	13	\$240.00	\$350.00	\$535.48	\$410.76	\$369.07	\$408.45
		Associate	18	\$210.00	\$210.00	\$341.84	\$291.21	\$278.58	\$288.74
Insurance Defense (Litigation)	501-1,000 Lawyers	Partner	22	\$416.50	\$484.50	\$802.50	\$582.79	\$573.10	\$523.12
		Associate	47	\$258.00	\$335.00	\$550.00	\$388.72	\$352.05	\$300.38
	More Than 1,000 Lawyers	Partner	22	\$560.00	\$645.88	\$760.00	\$699.86	\$649.57	\$689.35
		Associate	11	\$335.00	\$462.00	\$560.00	\$451.14	\$365.84	\$432.64
	50 Lawyers or Fewer	Partner	100	\$175.00	\$210.00	\$236.52	\$220.65	\$217.96	\$198.87
		Associate	131	\$155.00	\$170.92	\$210.00	\$185.26	\$181.93	\$175.21
	51-200 Lawyers	Partner	53	\$192.50	\$201.38	\$246.70	\$215.93	\$226.79	\$240.00
		Associate	79	\$165.00	\$180.00	\$180.00	\$176.75	\$181.91	\$201.39
	201-500 Lawyers	Partner	34	\$205.00	\$271.75	\$400.00	\$348.85	\$413.82	\$308.04
		Associate	18	\$236.51	\$275.00	\$424.76	\$325.46	\$281.49	\$252.42
	501-1,000 Lawyers	Partner	21	\$275.00	\$350.00	\$400.00	\$373.53	\$371.28	\$369.16
		Associate	21	\$270.00	\$279.00	\$352.75	\$319.27	\$270.59	\$304.49

Section IV: In-Depth Analysis for Select US Cities

Los Angeles, CA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	14	\$304.84	\$377.50	\$475.00	\$391.94	\$373.22	\$391.75
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$312.87
	51-200 Lawyers	Partner	11	\$1,150.00	\$1,240.00	\$1,240.00	\$1,185.91	\$973.17	\$977.49
		Associate	19	\$275.00	\$640.00	\$860.00	\$612.72	\$548.62	\$582.22
	201-500 Lawyers	Partner	32	\$501.60	\$554.40	\$613.50	\$565.40	\$606.57	\$567.77
		Associate	41	\$299.25	\$340.00	\$390.00	\$348.26	\$387.54	\$366.63
	501-1,000 Lawyers	Partner	16	\$518.01	\$665.07	\$919.00	\$705.89	\$619.79	\$615.10
		Associate	24	\$419.02	\$510.00	\$600.00	\$508.03	\$428.99	\$393.02
	More Than 1,000 Lawyers	Partner	17	\$830.00	\$975.00	\$1,050.00	\$919.28	\$865.79	\$813.30
		Associate	32	\$500.00	\$620.50	\$660.00	\$583.25	\$529.94	\$526.59
Intellectual Property: Other	501-1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$875.83	\$603.40
		Associate	16	\$516.24	\$595.00	\$697.10	\$588.94	\$516.43	n/a
	More Than 1,000 Lawyers	Partner	17	\$695.00	\$855.00	\$1,071.43	\$880.70	\$817.65	\$799.79
		Associate	26	\$374.00	\$568.00	\$675.00	\$541.29	\$532.36	\$519.62
Labor and Employment	50 Lawyers or Fewer	Partner	30	\$295.00	\$345.00	\$475.00	\$371.68	\$338.50	\$341.93
		Associate	29	\$195.00	\$250.00	\$325.00	\$261.02	\$232.50	\$248.93
	51-200 Lawyers	Partner	16	\$350.00	\$547.50	\$650.13	\$562.61	\$472.77	\$302.52
		Associate	17	\$270.00	\$313.42	\$350.00	\$305.95	\$286.16	\$225.34
	201-500 Lawyers	Partner	21	\$476.00	\$515.00	\$595.00	\$526.29	\$414.14	\$352.56
		Associate	14	\$340.00	\$391.25	\$450.00	\$400.06	\$311.87	\$269.71
	501-1,000 Lawyers	Partner	79	\$428.00	\$522.00	\$670.00	\$558.06	\$545.00	\$506.72
		Associate	67	\$281.00	\$365.00	\$450.00	\$391.42	\$380.86	\$380.46
	More Than 1,000 Lawyers	Partner	35	\$718.00	\$840.05	\$975.00	\$840.13	\$779.24	\$762.43
		Associate	55	\$450.00	\$543.37	\$640.00	\$547.49	\$558.51	\$505.32
Real Estate	50 Lawyers or Fewer	Partner	57	\$300.00	\$325.00	\$400.00	\$344.03	\$328.29	\$321.15
		Associate	47	\$240.00	\$250.00	\$285.00	\$256.01	\$241.53	\$246.35
	51-200 Lawyers	Partner	20	\$190.00	\$325.00	\$445.00	\$380.34	\$407.39	\$483.00
		Associate	25	\$175.00	\$225.00	\$325.00	\$258.80	\$218.42	\$257.04
	201-500 Lawyers	Partner	9	\$509.35	\$575.00	\$575.00	\$501.04	n/a	\$622.90
		Associate	7	\$350.00	\$450.00	\$500.00	\$416.05	\$422.22	\$367.94
	501-1,000 Lawyers	Partner	13	\$530.00	\$576.00	\$670.00	\$614.96	\$587.74	\$537.70
		Associate	12	\$340.00	\$452.25	\$592.50	\$473.51	\$417.12	\$378.86
	More Than 1,000 Lawyers	Partner	17	\$620.00	\$875.00	\$1,070.00	\$855.99	\$988.09	\$777.85
		Associate	24	\$427.50	\$525.00	\$634.00	\$554.83	\$535.10	\$518.78

Section IV: In-Depth Analysis for Select US Cities

New York, NY

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	50 Lawyers or Fewer	Partner	14	\$305.50	\$350.00	\$350.00	\$381.82	\$397.11	\$415.16
		Associate	12	\$287.50	\$299.79	\$450.00	\$352.47	\$330.86	\$296.69
	51-200 Lawyers	Partner	16	\$275.00	\$350.00	\$371.12	\$321.72	\$340.00	\$312.69
		Associate	7	\$180.00	\$275.00	\$300.00	\$253.57	\$250.18	n/a
	201-500 Lawyers	Partner	20	\$452.50	\$594.38	\$803.50	\$621.15	\$532.69	\$517.66
		Associate	13	\$270.00	\$317.59	\$360.00	\$365.35	\$345.43	\$382.24
	More Than 1,000 Lawyers	Partner	15	\$442.58	\$610.00	\$850.00	\$641.22	\$783.07	\$846.90
		Associate	n/a	n/a	n/a	n/a	n/a	\$548.94	\$579.34
Commercial	50 Lawyers or Fewer	Partner	42	\$305.50	\$375.00	\$490.00	\$388.77	\$383.04	\$384.73
		Associate	23	\$150.00	\$265.00	\$400.00	\$276.96	\$247.42	\$259.36
	51-200 Lawyers	Partner	17	\$293.00	\$500.00	\$575.00	\$446.74	\$473.95	\$392.82
		Associate	10	\$265.00	\$265.00	\$282.50	\$257.54	\$291.84	\$259.43
	201-500 Lawyers	Partner	51	\$473.89	\$560.00	\$697.00	\$576.13	\$593.95	\$591.71
		Associate	47	\$270.00	\$332.85	\$395.00	\$358.33	\$379.75	\$363.76
	501-1,000 Lawyers	Partner	64	\$710.00	\$995.00	\$1,173.93	\$954.19	\$876.73	\$883.23
		Associate	68	\$444.00	\$635.91	\$740.00	\$601.62	\$506.69	\$526.23
Corporate: Mergers, Acquisitions, and Divestitures	More Than 1,000 Lawyers	Partner	71	\$715.00	\$882.73	\$1,020.87	\$880.05	\$822.90	\$804.77
		Associate	59	\$423.00	\$561.00	\$735.00	\$559.93	\$552.17	\$517.76
	50 Lawyers or Fewer	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	14	\$395.00	\$460.00	\$540.00	\$464.64	\$446.64	n/a
	501-1,000 Lawyers	Partner	185	\$969.16	\$1,088.00	\$1,165.00	\$1,058.38	\$1,080.73	\$1,026.93
		Associate	594	\$310.00	\$515.00	\$740.00	\$500.00	\$612.31	\$555.06
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Partner	105	\$940.00	\$1,075.00	\$1,250.00	\$1,079.93	\$1,017.48	\$908.77
		Associate	282	\$510.08	\$660.00	\$820.00	\$662.72	\$616.61	\$573.98
	50 Lawyers or Fewer	Partner	23	\$395.00	\$439.09	\$525.00	\$459.32	\$501.23	\$473.04
		Associate	14	\$275.00	\$295.00	\$385.00	\$334.04	\$347.32	\$319.94
	51-200 Lawyers	Partner	25	\$345.00	\$475.00	\$633.41	\$501.92	\$528.14	\$545.18
		Associate	33	\$225.00	\$315.00	\$384.76	\$315.90	\$323.64	\$334.09
	201-500 Lawyers	Partner	52	\$660.00	\$872.50	\$1,030.00	\$846.74	\$833.27	\$720.01
		Associate	44	\$357.90	\$494.50	\$660.00	\$508.47	\$462.01	\$436.85
Corporate: Mergers, Acquisitions, and Divestitures	501-1,000 Lawyers	Partner	118	\$832.00	\$1,010.00	\$1,100.00	\$987.34	\$1,024.39	\$989.04
		Associate	190	\$450.00	\$574.00	\$704.00	\$579.05	\$582.27	\$574.30
	More Than 1,000 Lawyers	Partner	65	\$760.00	\$935.00	\$1,050.00	\$896.72	\$906.80	\$831.61
		Associate	70	\$495.00	\$596.99	\$690.00	\$584.05	\$558.51	\$532.08

Section IV: In-Depth Analysis for Select US Cities

New York, NY

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Corporate: Other	50 Lawyers or Fewer	Partner	71	\$325.00	\$475.00	\$598.09	\$470.31	\$447.66	\$422.85
		Associate	65	\$225.00	\$275.00	\$414.06	\$321.81	\$316.14	\$258.62
	51-200 Lawyers	Partner	57	\$287.00	\$415.14	\$695.00	\$496.12	\$529.62	\$473.07
		Associate	37	\$229.50	\$290.00	\$400.00	\$329.30	\$294.74	\$293.77
	201-500 Lawyers	Partner	167	\$510.00	\$725.00	\$877.50	\$730.14	\$727.33	\$707.00
		Associate	173	\$325.00	\$475.00	\$630.00	\$478.39	\$450.64	\$449.35
	501-1,000 Lawyers	Partner	374	\$882.74	\$1,088.00	\$1,225.00	\$1,034.51	\$1,006.26	\$969.56
		Associate	659	\$444.00	\$595.00	\$740.00	\$592.68	\$570.69	\$558.00
	More Than 1,000 Lawyers	Partner	319	\$762.19	\$903.20	\$1,080.00	\$937.56	\$915.13	\$854.07
		Associate	377	\$465.00	\$580.00	\$765.00	\$607.51	\$588.95	\$520.85
Environmental	50 Lawyers or Fewer	Partner	8	\$200.00	\$200.00	\$337.50	\$329.38	\$347.86	n/a
		Associate	9	\$150.00	\$150.00	\$150.00	\$205.85	n/a	n/a
	51-200 Lawyers	Partner	10	\$300.00	\$365.00	\$450.00	\$377.32	\$415.59	\$369.77
		Associate	n/a	n/a	n/a	n/a	n/a	\$270.87	\$247.23
	201-500 Lawyers	Partner	10	\$500.00	\$622.17	\$675.00	\$604.27	\$592.27	\$555.17
		Associate	7	\$340.00	\$405.00	\$450.00	\$393.85	\$379.27	\$328.11
	More Than 1,000 Lawyers	Partner	10	\$675.00	\$789.50	\$1,325.00	\$911.63	\$841.78	\$879.56
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Finance and Securities	50 Lawyers or Fewer	Partner	31	\$525.00	\$662.50	\$765.00	\$632.22	\$586.91	\$541.83
		Associate	33	\$340.45	\$400.00	\$478.47	\$406.65	\$394.09	\$389.85
	51-200 Lawyers	Partner	76	\$517.00	\$675.00	\$841.37	\$692.78	\$676.43	\$634.23
		Associate	48	\$297.00	\$401.50	\$497.50	\$426.44	\$412.62	\$364.34
	201-500 Lawyers	Partner	220	\$796.90	\$975.00	\$1,111.00	\$926.55	\$904.55	\$860.26
		Associate	273	\$433.73	\$550.00	\$695.00	\$549.95	\$534.88	\$521.55
	501-1,000 Lawyers	Partner	522	\$885.00	\$1,091.00	\$1,290.00	\$1,078.18	\$1,017.30	\$942.86
		Associate	951	\$515.00	\$640.00	\$775.73	\$642.81	\$622.02	\$581.64
	More Than 1,000 Lawyers	Partner	410	\$825.00	\$1,001.68	\$1,215.00	\$1,011.07	\$949.18	\$906.86
		Associate	473	\$485.00	\$612.65	\$795.00	\$635.42	\$609.44	\$598.04

Section IV: In-Depth Analysis for Select US Cities

New York, NY

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
General Liability (Litigation)	50 Lawyers or Fewer	Partner	52	\$159.69	\$200.00	\$332.49	\$253.01	\$254.27	\$255.96
		Associate	67	\$150.00	\$195.00	\$270.00	\$202.14	\$184.20	\$193.29
	51-200 Lawyers	Partner	53	\$180.00	\$180.00	\$250.00	\$273.38	\$278.63	\$255.43
		Associate	55	\$130.00	\$130.00	\$275.00	\$194.87	\$188.62	\$166.14
	201-500 Lawyers	Partner	58	\$329.55	\$475.00	\$645.52	\$496.50	\$512.36	\$510.31
		Associate	60	\$242.00	\$282.02	\$325.00	\$295.11	\$318.54	\$307.86
	501-1,000 Lawyers	Partner	27	\$595.00	\$725.00	\$925.67	\$770.50	\$782.08	\$856.38
		Associate	37	\$410.00	\$570.00	\$728.60	\$560.58	\$459.07	\$427.14
	More Than 1,000 Lawyers	Partner	26	\$595.00	\$805.50	\$902.00	\$777.76	\$694.52	\$627.94
		Associate	27	\$360.00	\$360.00	\$630.00	\$460.86	\$439.63	\$464.29
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	203	\$159.22	\$175.00	\$200.00	\$191.78	\$189.43	\$196.67
		Associate	235	\$140.00	\$160.00	\$175.00	\$165.01	\$162.40	\$165.68
	51-200 Lawyers	Partner	176	\$173.29	\$195.06	\$245.00	\$218.00	\$220.95	\$226.42
		Associate	184	\$150.00	\$169.06	\$194.07	\$178.77	\$183.75	\$187.48
	201-500 Lawyers	Partner	79	\$218.46	\$275.00	\$450.00	\$329.78	\$337.53	\$333.83
		Associate	79	\$188.51	\$223.37	\$310.00	\$257.23	\$264.22	\$246.89
	501-1,000 Lawyers	Partner	71	\$205.56	\$245.00	\$425.00	\$361.03	\$332.07	\$354.93
		Associate	84	\$184.82	\$224.32	\$336.50	\$282.46	\$253.82	\$255.10
	More Than 1,000 Lawyers	Partner	25	\$589.37	\$759.59	\$866.00	\$714.40	\$758.58	\$768.89
		Associate	18	\$350.00	\$452.10	\$475.00	\$444.40	\$477.18	\$528.75
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	12	\$347.50	\$427.50	\$525.00	\$460.71	\$462.69	\$500.99
		Associate	19	\$310.00	\$460.00	\$465.00	\$400.55	\$374.85	\$408.49
	51-200 Lawyers	Partner	28	\$473.60	\$542.50	\$653.17	\$566.22	\$599.81	\$619.24
		Associate	35	\$255.00	\$315.00	\$350.00	\$318.36	\$414.78	\$367.26
	201-500 Lawyers	Partner	32	\$541.60	\$687.89	\$837.50	\$699.84	\$668.93	\$728.01
		Associate	30	\$325.00	\$398.29	\$575.00	\$434.47	\$407.87	\$432.53
	501-1,000 Lawyers	Partner	33	\$742.32	\$928.00	\$1,180.00	\$927.49	\$858.89	\$850.80
		Associate	58	\$510.00	\$669.69	\$740.00	\$621.94	\$596.67	\$544.22
	More Than 1,000 Lawyers	Partner	18	\$756.00	\$850.00	\$900.00	\$857.07	\$828.99	\$812.02
		Associate	21	\$475.00	\$600.00	\$675.00	\$574.79	\$617.64	\$528.20
Intellectual Property: Trademarks	50 Lawyers or Fewer	Partner	23	\$425.00	\$541.50	\$608.00	\$512.74	\$513.48	\$477.41
		Associate	31	\$250.00	\$300.00	\$394.26	\$319.44	\$310.73	\$329.59
	201-500 Lawyers	Partner	10	\$592.50	\$676.62	\$795.00	\$679.53	\$838.75	\$726.24
		Associate	10	\$300.00	\$394.88	\$513.00	\$427.58	\$601.81	\$498.96

Section IV: In-Depth Analysis for Select US Cities

New York, NY

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Intellectual Property: Other	50 Lawyers or Fewer	Partner	12	\$461.52	\$565.00	\$647.50	\$555.38	\$456.76	\$453.31
		Associate	25	\$300.00	\$345.00	\$425.00	\$365.70	\$338.53	\$319.54
	201-500 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$625.00	\$631.81
		Associate	11	\$440.00	\$465.00	\$595.00	\$513.00	\$412.02	\$397.08
	501-1,000 Lawyers	Partner	27	\$722.87	\$1,088.00	\$1,230.00	\$973.76	\$1,016.01	\$888.33
		Associate	50	\$535.00	\$717.50	\$740.00	\$651.28	\$644.51	\$552.77
	More Than 1,000 Lawyers	Partner	16	\$781.65	\$931.28	\$1,072.72	\$950.63	\$929.69	\$875.42
		Associate	15	\$440.00	\$575.00	\$648.59	\$558.49	\$619.06	\$514.89
Labor and Employment	50 Lawyers or Fewer	Partner	37	\$472.50	\$575.00	\$650.00	\$546.49	\$505.49	\$435.17
		Associate	30	\$295.00	\$358.75	\$400.00	\$355.02	\$464.03	\$368.03
	51-200 Lawyers	Partner	33	\$415.00	\$530.00	\$660.00	\$553.42	\$544.47	\$444.55
		Associate	25	\$295.00	\$327.00	\$415.00	\$362.62	\$354.22	\$289.82
	201-500 Lawyers	Partner	95	\$450.00	\$656.95	\$750.00	\$607.82	\$559.26	\$517.12
		Associate	98	\$280.00	\$387.79	\$552.08	\$410.95	\$360.44	\$327.45
	501-1,000 Lawyers	Partner	156	\$490.96	\$762.50	\$1,000.00	\$768.43	\$729.28	\$687.13
		Associate	205	\$330.00	\$485.00	\$666.00	\$498.07	\$502.27	\$467.88
Real Estate	More Than 1,000 Lawyers	Partner	86	\$730.52	\$880.54	\$1,023.71	\$880.62	\$845.05	\$759.22
		Associate	80	\$424.25	\$548.00	\$689.88	\$583.74	\$615.43	\$589.61
	50 Lawyers or Fewer	Partner	72	\$272.50	\$350.00	\$400.00	\$347.16	\$356.45	\$339.37
		Associate	67	\$225.00	\$250.00	\$275.00	\$250.68	\$247.50	\$253.62
	51-200 Lawyers	Partner	52	\$295.13	\$437.50	\$520.00	\$428.07	\$425.52	\$435.24
		Associate	41	\$225.00	\$295.00	\$325.00	\$288.17	\$297.37	\$295.81
	201-500 Lawyers	Partner	29	\$520.00	\$650.00	\$710.00	\$626.34	\$657.46	\$636.78
		Associate	32	\$275.00	\$377.50	\$497.50	\$385.09	\$406.65	\$386.35
Healthcare	501-1,000 Lawyers	Partner	8	\$499.18	\$735.83	\$861.06	\$692.77	\$765.67	\$748.69
		Associate	10	\$395.00	\$478.50	\$573.37	\$488.89	\$488.07	\$464.39
	More Than 1,000 Lawyers	Partner	21	\$653.00	\$850.00	\$995.00	\$834.93	\$803.52	\$745.40
		Associate	11	\$606.90	\$690.00	\$740.00	\$659.27	\$593.07	\$516.71

Section IV: In-Depth Analysis for Select US Cities

Philadelphia, PA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Bankruptcy and Collections	50 Lawyers or Fewer	Partner	8	\$288.70	\$300.00	\$370.00	\$321.55	\$313.78	\$369.65
		Associate	7	\$200.00	\$275.00	\$300.00	\$257.86	n/a	\$265.00
	51-200 Lawyers	Partner	10	\$400.00	\$422.50	\$440.00	\$407.06	\$404.55	\$445.42
		Associate	n/a	n/a	n/a	n/a	n/a	\$248.18	\$251.83
	201-500 Lawyers	Partner	11	\$450.00	\$575.00	\$737.00	\$598.76	\$534.11	\$513.41
		Associate	n/a	n/a	n/a	n/a	n/a	\$304.75	\$282.68
	More Than 1,000 Lawyers	Partner	12	\$383.69	\$397.25	\$462.50	\$439.71	\$453.40	\$412.65
		Associate	7	\$237.96	\$242.42	\$364.63	\$275.07	\$286.56	\$258.85
Commercial	50 Lawyers or Fewer	Partner	12	\$292.50	\$384.78	\$417.50	\$358.71	\$345.65	\$361.29
		Associate	15	\$182.00	\$240.00	\$279.95	\$244.12	\$278.48	\$273.43
	51-200 Lawyers	Partner	34	\$365.00	\$485.88	\$555.00	\$463.09	\$520.67	\$501.12
		Associate	29	\$168.30	\$240.00	\$275.00	\$235.13	\$262.76	\$260.06
	201-500 Lawyers	Partner	37	\$525.00	\$565.00	\$690.82	\$605.14	\$588.12	\$572.43
		Associate	41	\$264.00	\$291.00	\$325.00	\$320.98	\$303.85	\$291.26
	501-1,000 Lawyers	Partner	18	\$561.00	\$597.50	\$726.58	\$650.37	\$614.17	\$670.27
		Associate	24	\$325.00	\$375.00	\$425.00	\$372.66	\$386.55	\$412.48
Corporate: Mergers, Acquisitions, and Divestitures	More Than 1,000 Lawyers	Partner	45	\$585.00	\$660.00	\$765.00	\$677.41	\$654.93	\$636.96
		Associate	37	\$328.00	\$395.79	\$465.00	\$396.34	\$385.97	\$362.88
	51-200 Lawyers	Partner	38	\$555.00	\$650.00	\$775.00	\$665.69	\$614.18	\$555.89
		Associate	28	\$245.00	\$313.97	\$389.25	\$323.12	\$278.87	\$276.90
	201-500 Lawyers	Partner	17	\$525.00	\$525.00	\$550.00	\$534.13	\$471.45	\$471.51
		Associate	15	\$325.00	\$325.00	\$325.00	\$334.95	\$293.83	\$303.81
	501-1,000 Lawyers	Partner	8	\$605.00	\$672.50	\$812.50	\$738.13	\$709.29	\$703.41
		Associate	11	\$325.00	\$405.00	\$475.00	\$430.70	\$395.23	\$372.50
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Partner	13	\$645.00	\$770.00	\$842.30	\$809.79	\$785.63	\$711.67
		Associate	14	\$328.00	\$360.00	\$480.00	\$405.57	\$435.75	\$459.12
	51-200 Lawyers	Partner	18	\$650.00	\$725.00	\$850.00	\$694.79	\$656.96	\$557.38
		Associate	30	\$160.75	\$302.50	\$335.00	\$255.56	\$254.40	\$252.09
	201-500 Lawyers	Partner	12	\$427.11	\$506.50	\$634.08	\$536.33	\$553.79	\$527.53
		Associate	20	\$263.50	\$312.50	\$350.48	\$309.61	\$278.72	\$301.26
	501-1,000 Lawyers	Partner	13	\$575.00	\$685.00	\$725.00	\$671.15	\$649.90	n/a
		Associate	18	\$405.00	\$432.50	\$565.00	\$480.08	\$449.83	\$400.00
	More Than 1,000 Lawyers	Partner	33	\$595.00	\$695.00	\$765.00	\$672.83	\$632.31	\$652.79
		Associate	49	\$340.00	\$375.00	\$475.00	\$388.84	\$376.54	\$339.08

Section IV: In-Depth Analysis for Select US Cities

Philadelphia, PA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Corporate: Other	50 Lawyers or Fewer	Partner	14	\$160.00	\$245.00	\$525.16	\$342.12	\$336.75	\$338.94
		Associate	14	\$135.00	\$257.50	\$360.00	\$250.29	\$195.91	\$205.32
	51-200 Lawyers	Partner	73	\$400.00	\$625.00	\$750.00	\$582.33	\$577.14	\$595.64
		Associate	66	\$290.00	\$320.00	\$395.00	\$331.11	\$302.50	\$281.82
	201-500 Lawyers	Partner	32	\$500.00	\$562.50	\$701.14	\$570.55	\$556.90	\$535.34
		Associate	30	\$264.00	\$286.35	\$335.00	\$296.87	\$314.40	\$318.37
	501-1,000 Lawyers	Partner	40	\$502.43	\$667.50	\$789.19	\$672.58	\$685.00	\$630.40
		Associate	47	\$285.76	\$375.00	\$510.00	\$417.70	\$399.78	\$387.61
	More Than 1,000 Lawyers	Partner	108	\$595.00	\$738.64	\$830.00	\$747.63	\$716.47	\$643.37
		Associate	135	\$340.00	\$395.00	\$475.00	\$385.66	\$391.83	\$365.06
Environmental	50 Lawyers or Fewer	Partner	12	\$237.50	\$335.06	\$483.23	\$354.88	\$379.86	\$391.18
		Associate	13	\$182.00	\$186.63	\$192.00	\$194.56	\$194.06	n/a
	51-200 Lawyers	Partner	8	\$480.00	\$500.00	\$595.00	\$516.03	n/a	n/a
		Associate	7	\$280.00	\$305.00	\$355.00	\$317.86	n/a	n/a
	201-500 Lawyers	Partner	7	\$475.00	\$525.00	\$550.00	\$521.43	\$497.14	n/a
		Associate	7	\$300.00	\$300.00	\$350.00	\$315.00	n/a	n/a
Finance and Securities	50 Lawyers or Fewer	Partner	15	\$300.00	\$375.00	\$595.00	\$438.00	\$489.89	\$465.01
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	51-200 Lawyers	Partner	39	\$612.00	\$662.67	\$795.00	\$684.87	\$633.59	\$586.67
		Associate	35	\$295.00	\$325.00	\$425.00	\$351.17	\$348.96	\$330.06
	201-500 Lawyers	Partner	11	\$545.00	\$735.00	\$805.50	\$694.64	\$655.30	\$576.32
		Associate	18	\$310.00	\$338.58	\$400.00	\$352.84	\$341.23	\$342.04
	501-1,000 Lawyers	Partner	29	\$700.00	\$775.00	\$1,050.00	\$846.68	\$797.46	\$780.12
		Associate	49	\$471.63	\$570.00	\$693.04	\$573.05	\$498.46	\$474.86
	More Than 1,000 Lawyers	Partner	58	\$645.00	\$827.50	\$882.73	\$791.05	\$754.10	\$706.98
		Associate	48	\$351.00	\$400.00	\$465.00	\$428.13	\$436.26	\$382.89
General Liability (Litigation)	50 Lawyers or Fewer	Partner	41	\$195.00	\$245.00	\$320.00	\$272.40	\$278.69	\$269.72
		Associate	76	\$175.00	\$193.38	\$235.00	\$203.02	\$207.98	\$205.25
	51-200 Lawyers	Partner	42	\$175.00	\$294.02	\$503.54	\$369.95	\$338.39	\$342.99
		Associate	58	\$155.69	\$172.39	\$237.66	\$206.36	\$213.06	\$206.23
	201-500 Lawyers	Partner	46	\$365.00	\$475.00	\$530.00	\$460.34	\$455.60	\$414.16
		Associate	47	\$275.00	\$300.00	\$315.00	\$302.02	\$290.12	\$273.83
	More Than 1,000 Lawyers	Partner	29	\$475.00	\$590.80	\$745.00	\$598.30	\$610.53	\$599.27
		Associate	73	\$365.00	\$409.19	\$474.89	\$392.61	\$368.56	\$356.90

Section IV: In-Depth Analysis for Select US Cities

Philadelphia, PA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	109	\$145.00	\$159.32	\$175.00	\$170.24	\$172.10	\$178.69
		Associate	169	\$135.00	\$159.33	\$170.00	\$153.56	\$150.83	\$153.82
	51-200 Lawyers	Partner	66	\$175.00	\$212.06	\$225.62	\$218.95	\$215.97	\$215.11
		Associate	84	\$147.32	\$165.00	\$186.29	\$168.58	\$177.88	\$172.15
	201-500 Lawyers	Partner	70	\$180.00	\$194.72	\$265.00	\$245.49	\$252.25	\$227.99
		Associate	49	\$177.24	\$184.32	\$207.00	\$207.31	\$201.11	\$185.07
	501-1,000 Lawyers	Partner	28	\$314.09	\$320.00	\$350.00	\$336.90	\$323.53	\$309.15
		Associate	28	\$217.12	\$220.00	\$277.50	\$258.48	\$234.45	\$233.65
	More Than 1,000 Lawyers	Partner	23	\$645.00	\$750.00	\$825.00	\$722.65	\$690.00	\$705.85
		Associate	53	\$350.00	\$414.13	\$510.00	\$432.91	\$407.41	\$415.19
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	15	\$390.00	\$450.00	\$580.00	\$484.17	\$511.54	\$499.47
		Associate	15	\$235.00	\$295.00	\$399.81	\$313.12	\$304.20	\$317.56
	51-200 Lawyers	Partner	15	\$440.00	\$625.00	\$705.00	\$576.96	\$572.86	\$579.58
		Associate	17	\$295.00	\$300.00	\$410.00	\$346.15	\$313.57	\$313.29
	201-500 Lawyers	Partner	10	\$550.00	\$612.00	\$708.72	\$609.95	\$562.84	\$538.77
		Associate	16	\$264.00	\$302.50	\$352.50	\$321.65	\$300.30	\$281.86
	501-1,000 Lawyers	Partner	23	\$507.87	\$592.90	\$747.77	\$622.94	\$602.87	\$578.73
		Associate	18	\$320.00	\$353.27	\$475.00	\$397.16	\$403.66	\$381.86
Intellectual Property: Other	201-500 Lawyers	Partner	7	\$468.00	\$503.44	\$565.00	\$517.68	\$612.50	n/a
		Associate	11	\$207.00	\$264.00	\$350.00	\$264.47	n/a	\$261.71
	501-1,000 Lawyers	Partner	12	\$497.00	\$607.13	\$745.00	\$622.53	n/a	n/a
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Labor and Employment	51-200 Lawyers	Partner	12	\$450.00	\$548.50	\$677.50	\$564.33	\$412.63	\$414.56
		Associate	12	\$270.00	\$320.22	\$367.50	\$311.29	\$277.35	\$257.38
	201-500 Lawyers	Partner	29	\$425.00	\$520.00	\$610.00	\$517.92	\$487.51	\$507.38
		Associate	32	\$264.00	\$280.00	\$300.00	\$293.82	\$283.71	\$277.04
	501-1,000 Lawyers	Partner	27	\$350.00	\$575.00	\$670.00	\$587.59	\$589.26	\$535.72
		Associate	22	\$265.00	\$295.00	\$355.00	\$323.38	\$400.43	\$445.07
	More Than 1,000 Lawyers	Partner	79	\$580.00	\$675.75	\$810.00	\$674.21	\$648.37	\$595.49
		Associate	134	\$345.61	\$405.35	\$464.61	\$401.64	\$383.54	\$372.07
Real Estate	50 Lawyers or Fewer	Partner	16	\$225.00	\$265.00	\$267.50	\$249.43	\$252.86	\$263.58
		Associate	11	\$190.00	\$213.50	\$265.00	\$215.92	\$190.44	\$206.67
	51-200 Lawyers	Partner	12	\$165.66	\$177.50	\$427.50	\$305.35	\$283.73	\$326.57
		Associate	19	\$145.00	\$165.00	\$165.85	\$171.44	\$175.81	\$184.80
	201-500 Lawyers	Partner	33	\$380.00	\$425.00	\$500.00	\$460.92	\$480.20	\$515.51
		Associate	37	\$275.00	\$300.00	\$325.00	\$303.94	\$305.21	\$301.51

Section IV: In-Depth Analysis for Select US Cities

San Francisco, CA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	50 Lawyers or Fewer	Partner	10	\$280.00	\$375.00	\$600.00	\$414.70	\$401.64	\$390.57
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$230.00
	51-200 Lawyers	Partner	12	\$332.50	\$472.50	\$671.75	\$503.31	\$462.26	\$452.74
		Associate	7	\$278.00	\$403.76	\$445.09	\$362.41	\$281.57	\$320.37
	501-1,000 Lawyers	Partner	20	\$552.74	\$614.50	\$795.41	\$723.49	\$730.45	\$722.63
		Associate	15	\$383.00	\$500.00	\$720.00	\$560.00	\$472.15	\$459.57
	More Than 1,000 Lawyers	Partner	14	\$723.88	\$755.67	\$803.00	\$753.86	\$711.78	\$701.06
		Associate	n/a	n/a	n/a	n/a	n/a	\$519.16	\$475.85
Corporate: Mergers, Acquisitions, and Divestitures	More Than 1,000 Lawyers	Partner	16	\$657.30	\$716.00	\$815.88	\$759.66	\$814.42	\$752.74
		Associate	12	\$435.00	\$465.35	\$543.96	\$511.48	\$531.13	\$481.10
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	10	\$519.56	\$592.50	\$705.00	\$609.96	\$543.45	\$516.39
		Associate	12	\$380.00	\$412.50	\$482.50	\$433.28	\$404.89	\$407.09
	501-1,000 Lawyers	Partner	15	\$568.66	\$600.00	\$835.00	\$688.80	\$679.61	\$688.96
		Associate	n/a	n/a	n/a	n/a	n/a	\$477.87	\$413.95
	More Than 1,000 Lawyers	Partner	13	\$761.00	\$797.00	\$850.00	\$790.01	\$747.10	\$788.79
		Associate	n/a	n/a	n/a	n/a	n/a	\$497.83	\$459.57
Corporate: Other	50 Lawyers or Fewer	Partner	13	\$391.59	\$450.00	\$600.00	\$481.81	\$442.77	\$441.36
		Associate	8	\$250.00	\$355.00	\$390.00	\$336.25	\$315.30	\$286.13
	51-200 Lawyers	Partner	18	\$569.50	\$664.38	\$726.75	\$674.98	\$651.25	\$580.07
		Associate	12	\$335.76	\$403.75	\$493.00	\$418.10	\$411.98	n/a
	201-500 Lawyers	Partner	9	\$345.00	\$450.00	\$688.50	\$494.83	\$443.61	\$506.79
		Associate	8	\$299.00	\$299.50	\$324.00	\$323.94	\$293.22	\$299.33
	501-1,000 Lawyers	Partner	45	\$587.00	\$690.00	\$855.00	\$725.18	\$754.23	\$793.60
		Associate	43	\$390.00	\$505.00	\$697.50	\$521.52	\$508.72	\$523.87
	More Than 1,000 Lawyers	Partner	46	\$722.91	\$820.90	\$900.00	\$825.55	\$793.98	\$756.19
		Associate	36	\$354.38	\$434.52	\$520.32	\$443.06	\$512.94	\$462.19
Finance and Securities	51-200 Lawyers	Partner	17	\$880.00	\$990.00	\$1,088.00	\$983.42	\$882.25	\$839.88
		Associate	16	\$530.00	\$640.00	\$740.00	\$635.48	\$599.99	\$552.72
	More Than 1,000 Lawyers	Partner	19	\$663.61	\$895.65	\$1,025.00	\$864.35	\$904.02	\$811.55
		Associate	17	\$343.00	\$410.00	\$631.90	\$488.05	\$496.73	\$488.21

Section IV: In-Depth Analysis for Select US Cities

San Francisco, CA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
General Liability (Litigation)	50 Lawyers or Fewer	Partner	25	\$215.00	\$230.00	\$240.32	\$246.85	\$256.65	\$256.85
		Associate	19	\$195.00	\$210.00	\$210.00	\$209.68	\$207.15	\$204.72
	51-200 Lawyers	Partner	24	\$230.00	\$270.76	\$340.00	\$308.98	\$357.09	\$337.11
		Associate	25	\$200.00	\$200.00	\$205.00	\$222.03	\$210.48	\$224.97
	201-500 Lawyers	Partner	15	\$230.00	\$230.00	\$240.00	\$246.12	\$276.00	\$305.53
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	46	\$193.19	\$240.38	\$260.00	\$236.77	\$227.86	\$213.94
		Associate	24	\$170.00	\$175.00	\$212.50	\$190.59	\$185.98	\$178.14
	51-200 Lawyers	Partner	15	\$200.00	\$225.00	\$230.92	\$218.48	\$214.93	\$236.01
		Associate	11	\$170.00	\$170.00	\$196.39	\$182.39	\$185.41	\$179.83
	201-500 Lawyers	Partner	56	\$235.00	\$269.53	\$285.00	\$275.66	\$294.55	\$351.85
Intellectual Property: Patents	Associate	50	\$200.00	\$235.00	\$288.67	\$243.80	\$253.72	\$265.19	
		Partner	24	\$317.50	\$360.00	\$395.00	\$385.31	\$398.04	\$364.05
	501-1,000 Lawyers	Associate	27	\$250.00	\$270.00	\$365.00	\$312.54	\$301.50	\$301.34
		Partner	17	\$337.87	\$418.00	\$611.08	\$488.33	\$456.93	\$489.84
	More Than 1,000 Lawyers	Associate	12	\$293.75	\$300.00	\$340.00	\$324.79	\$312.20	\$350.14
Intellectual Property: Other	51-200 Lawyers	Partner	17	\$692.00	\$726.75	\$800.00	\$763.80	\$693.13	\$719.40
		Associate	13	\$450.00	\$451.29	\$500.00	\$454.34	\$448.01	\$419.24
	201-500 Lawyers	Partner	12	\$495.12	\$614.53	\$777.50	\$636.65	\$629.08	\$629.85
		Associate	9	\$260.00	\$354.56	\$454.32	\$367.56	\$413.41	\$461.94
	501-1,000 Lawyers	Partner	21	\$670.00	\$835.00	\$1,020.00	\$825.11	\$733.80	\$660.10
		Associate	14	\$539.50	\$625.00	\$740.00	\$611.22	\$540.11	\$508.84
Labor and Employment	More Than 1,000 Lawyers	Partner	11	\$680.00	\$791.00	\$975.00	\$838.82	\$800.59	\$774.52
		Associate	7	\$425.00	\$494.00	\$520.00	\$475.36	\$512.16	\$481.13
	501-1,000 Lawyers	Partner	18	\$616.22	\$825.00	\$906.00	\$795.43	\$766.46	\$585.89
		Associate	16	\$472.00	\$595.00	\$732.50	\$605.57	\$530.11	\$438.22
	50 Lawyers or Fewer	Partner	12	\$347.00	\$387.50	\$427.74	\$391.18	\$415.46	\$380.39
		Associate	15	\$283.25	\$324.98	\$358.75	\$318.81	\$304.19	\$269.03
		Partner	58	\$370.77	\$468.80	\$610.00	\$508.95	\$487.43	\$517.53
501-1,000 Lawyers	Associate	62	\$250.00	\$285.00	\$316.00	\$304.27	\$310.10	\$305.76	
		Partner	26	\$544.00	\$698.99	\$855.00	\$706.17	\$722.87	\$716.33
	Associate	21	\$410.00	\$466.20	\$523.00	\$450.68	\$455.01	\$486.10	

Section IV: In-Depth Analysis for Select US Cities

San Francisco, CA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Real Estate	50 Lawyers or Fewer	Partner	22	\$295.00	\$300.00	\$420.00	\$343.98	\$349.09	\$339.09
		Associate	10	\$250.00	\$286.00	\$295.00	\$254.62	\$256.34	\$266.54
	51-200 Lawyers	Partner	18	\$275.00	\$312.50	\$425.00	\$373.93	\$396.72	\$408.24
		Associate	9	\$220.00	\$220.00	\$220.00	\$252.99	\$258.23	\$274.66
	501-1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$679.42	\$639.01
		Associate	24	\$235.00	\$432.50	\$560.00	\$384.17	\$314.33	\$454.82

Section IV: In-Depth Analysis for Select US Cities

San Jose, CA

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	More Than 1,000 Lawyers	Partner	12	\$683.00	\$762.00	\$842.50	\$744.86	\$751.33	\$645.52
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$418.49
Corporate: Mergers, Acquisitions, and Divestitures	501-1,000 Lawyers	Partner	13	\$1,045.50	\$1,137.77	\$1,280.65	\$1,047.39	\$1,020.48	\$793.26
	More Than 1,000 Lawyers	Associate	n/a	n/a	n/a	n/a	n/a	\$724.31	n/a
Corporate: Other	501-1,000 Lawyers	Partner	15	\$775.00	\$930.00	\$1,275.00	\$976.15	\$832.66	\$799.77
	More Than 1,000 Lawyers	Associate	23	\$502.30	\$565.00	\$780.00	\$627.24	\$463.75	\$456.64
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	16	\$867.50	\$995.00	\$1,183.36	\$1,029.33	\$944.54	\$829.22
	Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$748.46
	501-1,000 Lawyers	Partner	45	\$605.53	\$788.01	\$860.00	\$751.64	\$745.53	\$699.17
	More Than 1,000 Lawyers	Associate	37	\$411.93	\$465.00	\$585.00	\$493.53	\$455.08	\$426.94
Labor and Employment	More Than 1,000 Lawyers	Partner	19	\$511.64	\$730.41	\$895.00	\$717.91	\$703.04	\$643.22
	Associate	13	\$322.90	\$420.00	\$472.23	\$438.15	\$407.03	\$428.47	

Section IV: In-Depth Analysis for Select US Cities

Washington, DC

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	50 Lawyers or Fewer	Partner	10	\$300.00	\$525.26	\$600.00	\$467.67	\$498.44	\$418.48
		Associate	9	\$203.00	\$292.46	\$333.00	\$275.60	\$230.93	\$244.14
	51-200 Lawyers	Partner	25	\$520.00	\$623.00	\$736.97	\$609.24	\$597.16	\$586.55
		Associate	23	\$345.00	\$427.00	\$485.00	\$420.82	\$395.06	\$375.53
	201-500 Lawyers	Partner	87	\$559.32	\$657.00	\$750.00	\$665.65	\$658.54	\$638.54
		Associate	57	\$330.00	\$415.58	\$463.14	\$425.38	\$408.48	\$418.90
	501-1,000 Lawyers	Partner	116	\$585.23	\$694.73	\$860.00	\$743.57	\$690.55	\$703.84
		Associate	91	\$358.58	\$430.00	\$481.90	\$441.60	\$417.84	\$443.55
	More Than 1,000 Lawyers	Partner	108	\$695.00	\$797.50	\$950.00	\$815.81	\$786.19	\$787.64
		Associate	72	\$410.76	\$515.00	\$602.50	\$515.79	\$501.03	\$482.90
Corporate: Mergers, Acquisitions, and Divestitures	50 Lawyers or Fewer	Partner	15	\$500.00	\$580.00	\$650.00	\$610.65	\$633.75	\$537.29
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	501-1,000 Lawyers	Partner	47	\$800.00	\$910.00	\$1,075.50	\$918.61	\$863.29	\$809.52
		Associate	47	\$450.00	\$555.94	\$688.50	\$559.43	\$522.95	\$459.59
	More Than 1,000 Lawyers	Partner	101	\$675.75	\$775.00	\$900.00	\$800.21	\$834.92	\$799.13
		Associate	167	\$361.25	\$425.00	\$514.25	\$457.85	\$484.91	\$475.28
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	67	\$450.00	\$500.00	\$575.87	\$518.08	\$514.92	\$520.56
		Associate	28	\$260.79	\$320.00	\$363.87	\$313.81	\$299.07	\$301.45
	51-200 Lawyers	Partner	59	\$605.00	\$675.00	\$765.00	\$677.35	\$597.64	\$609.94
		Associate	53	\$338.00	\$394.00	\$514.00	\$417.89	\$371.16	\$361.61
	201-500 Lawyers	Partner	92	\$622.50	\$683.66	\$768.50	\$703.61	\$675.25	\$626.34
		Associate	58	\$321.66	\$420.00	\$484.00	\$416.99	\$397.05	\$384.62
	501-1,000 Lawyers	Partner	209	\$664.79	\$765.00	\$880.00	\$788.97	\$769.19	\$744.82
		Associate	197	\$374.66	\$465.00	\$548.08	\$481.80	\$489.62	\$455.55
	More Than 1,000 Lawyers	Partner	150	\$718.25	\$810.00	\$905.00	\$813.15	\$791.07	\$774.54
		Associate	116	\$445.00	\$530.00	\$646.16	\$545.12	\$522.11	\$495.79
Corporate: Other	50 Lawyers or Fewer	Partner	44	\$422.50	\$520.00	\$577.50	\$528.11	\$551.67	\$539.70
		Associate	29	\$250.00	\$320.00	\$405.00	\$339.41	\$301.85	\$289.40
	51-200 Lawyers	Partner	69	\$615.00	\$701.00	\$775.00	\$687.37	\$623.35	\$624.66
		Associate	39	\$350.00	\$490.00	\$540.00	\$455.55	\$400.79	\$377.78
	201-500 Lawyers	Partner	141	\$585.00	\$683.00	\$785.00	\$681.89	\$663.83	\$662.55
		Associate	111	\$340.10	\$430.00	\$525.00	\$439.94	\$431.02	\$412.04
	501-1,000 Lawyers	Partner	275	\$660.00	\$770.00	\$895.00	\$798.85	\$772.17	\$730.65
		Associate	249	\$422.65	\$467.55	\$567.57	\$491.81	\$450.29	\$447.26
	More Than 1,000 Lawyers	Partner	287	\$716.64	\$830.00	\$945.00	\$848.96	\$816.89	\$758.28
		Associate	249	\$401.00	\$484.00	\$616.12	\$517.62	\$502.62	\$460.29

Section IV: In-Depth Analysis for Select US Cities

Washington, DC

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Environmental	51-200 Lawyers	Partner	7	\$570.00	\$590.00	\$660.00	\$600.00	\$584.70	\$531.26
		Associate	10	\$325.00	\$420.00	\$445.00	\$398.50	\$348.08	\$333.05
	501-1,000 Lawyers	Partner	10	\$685.00	\$726.31	\$801.00	\$743.25	\$730.77	\$638.52
		Associate	14	\$323.90	\$371.61	\$431.10	\$393.48	\$429.93	\$391.48
	More Than 1,000 Lawyers	Partner	17	\$779.00	\$814.24	\$950.00	\$856.72	\$772.80	\$758.73
		Associate	17	\$445.00	\$505.00	\$570.00	\$500.94	\$459.60	\$478.85
Finance and Securities	50 Lawyers or Fewer	Partner	30	\$460.00	\$575.00	\$736.11	\$607.90	\$583.26	\$529.60
		Associate	15	\$300.00	\$375.00	\$545.00	\$392.33	\$452.31	\$350.71
	51-200 Lawyers	Partner	30	\$650.00	\$699.86	\$775.00	\$695.36	\$736.50	\$712.67
		Associate	29	\$370.00	\$455.00	\$520.42	\$450.39	\$438.17	\$387.81
	201-500 Lawyers	Partner	57	\$680.00	\$728.18	\$857.77	\$761.25	\$760.50	\$732.17
		Associate	34	\$389.07	\$444.13	\$580.00	\$496.09	\$466.30	\$439.89
	501-1,000 Lawyers	Partner	104	\$704.45	\$850.32	\$1,024.00	\$874.92	\$860.80	\$821.12
		Associate	57	\$485.00	\$578.76	\$677.98	\$584.72	\$543.17	\$505.60
	More Than 1,000 Lawyers	Partner	148	\$750.00	\$892.00	\$1,077.50	\$924.95	\$865.30	\$814.12
		Associate	80	\$399.03	\$562.50	\$787.50	\$615.00	\$548.29	\$543.60
General Liability (Litigation)	201-500 Lawyers	Partner	25	\$650.00	\$709.00	\$800.00	\$694.74	\$656.16	\$625.60
		Associate	16	\$375.00	\$433.50	\$520.25	\$454.78	\$398.14	\$377.68
	501-1,000 Lawyers	Partner	53	\$595.00	\$740.00	\$863.27	\$749.40	\$686.69	\$682.82
		Associate	35	\$465.00	\$502.19	\$605.00	\$525.57	\$467.88	\$453.44
	More Than 1,000 Lawyers	Partner	31	\$680.00	\$742.50	\$859.00	\$785.23	\$762.29	\$713.94
		Associate	30	\$364.56	\$439.79	\$585.00	\$473.98	\$511.83	\$504.62
Insurance Defense (Litigation)	50 Lawyers or Fewer	Partner	14	\$165.00	\$217.50	\$390.00	\$257.86	\$219.92	\$214.65
		Associate	16	\$159.30	\$167.50	\$255.00	\$199.29	\$178.37	\$179.50
	201-500 Lawyers	Partner	29	\$395.00	\$425.00	\$450.00	\$436.89	\$458.16	\$460.51
		Associate	44	\$247.00	\$275.00	\$310.00	\$290.91	\$293.12	\$300.16
	501-1,000 Lawyers	Partner	28	\$339.10	\$423.00	\$553.41	\$517.49	\$406.95	\$475.31
		Associate	21	\$283.42	\$375.00	\$530.20	\$420.25	\$309.48	\$287.93
	More Than 1,000 Lawyers	Partner	21	\$638.00	\$825.00	\$900.00	\$833.32	\$623.59	\$752.00
	Associate	12	\$435.00	\$456.00	\$547.50	\$493.38	\$387.50	\$465.71	

Section IV: In-Depth Analysis for Select US Cities

Washington, DC

By Practice Area and Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	26	\$380.00	\$424.26	\$470.00	\$474.22	\$487.49	\$508.03
		Associate	42	\$300.00	\$325.00	\$346.66	\$432.74	\$340.76	\$318.31
	51-200 Lawyers	Partner	45	\$400.00	\$505.00	\$690.00	\$535.89	\$515.86	\$525.18
		Associate	45	\$265.53	\$330.00	\$360.00	\$323.94	\$351.31	\$340.52
	201-500 Lawyers	Partner	52	\$570.00	\$675.00	\$790.60	\$695.26	\$680.82	\$672.52
		Associate	66	\$385.00	\$469.17	\$530.00	\$474.34	\$421.09	\$413.70
	501-1,000 Lawyers	Partner	95	\$675.00	\$805.00	\$914.64	\$805.55	\$784.69	\$739.19
		Associate	93	\$455.00	\$560.00	\$665.50	\$551.34	\$495.98	\$456.42
	More Than 1,000 Lawyers	Partner	28	\$655.00	\$762.50	\$927.50	\$795.01	\$788.78	\$722.77
		Associate	33	\$401.38	\$487.14	\$600.00	\$486.64	\$457.97	\$430.55
Intellectual Property: Trademarks	201-500 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	n/a	\$466.84
		Associate	12	\$325.00	\$372.50	\$410.00	\$369.04	n/a	\$332.93
	501-1,000 Lawyers	Partner	7	\$480.00	\$541.05	\$696.15	\$585.99	\$639.25	\$669.96
		Associate	10	\$325.00	\$420.00	\$465.00	\$391.00	\$360.80	\$475.25
	More Than 1,000 Lawyers	Partner	13	\$695.00	\$725.00	\$765.00	\$723.08	\$704.87	\$657.01
		Associate	11	\$425.00	\$465.00	\$565.00	\$493.18	\$448.64	\$351.03
Intellectual Property: Other	51-200 Lawyers	Partner	21	\$420.03	\$544.98	\$650.00	\$539.18	\$645.67	\$552.91
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$363.11
	201-500 Lawyers	Partner	27	\$565.00	\$642.88	\$760.00	\$675.10	\$681.30	\$655.81
		Associate	23	\$355.00	\$435.00	\$475.20	\$435.19	\$394.80	\$326.62
	501-1,000 Lawyers	Partner	47	\$616.20	\$646.12	\$820.00	\$715.10	\$678.37	\$643.39
		Associate	39	\$363.71	\$430.00	\$590.75	\$465.45	\$414.67	\$369.47
	More Than 1,000 Lawyers	Partner	20	\$642.50	\$750.00	\$865.00	\$752.31	\$779.36	\$729.89
		Associate	15	\$525.00	\$603.06	\$705.00	\$584.88	\$499.09	\$478.74
Labor and Employment	51-200 Lawyers	Partner	28	\$642.22	\$687.85	\$699.00	\$670.97	\$607.73	\$546.82
		Associate	19	\$424.36	\$455.00	\$493.24	\$451.60	\$400.49	\$327.88
	201-500 Lawyers	Partner	30	\$445.00	\$557.50	\$775.00	\$582.65	\$543.84	\$546.23
		Associate	27	\$379.44	\$446.75	\$625.00	\$474.18	\$375.34	\$332.58
	501-1,000 Lawyers	Partner	96	\$564.50	\$705.27	\$845.36	\$709.01	\$714.61	\$654.99
		Associate	73	\$365.00	\$477.95	\$582.75	\$486.52	\$461.54	\$453.23
	More Than 1,000 Lawyers	Partner	73	\$650.00	\$750.00	\$875.00	\$762.32	\$760.42	\$750.06
		Associate	82	\$350.00	\$430.08	\$599.00	\$466.34	\$444.50	\$424.67
Real Estate	50 Lawyers or Fewer	Partner	22	\$306.25	\$337.50	\$475.00	\$404.17	\$306.83	\$323.69
		Associate	23	\$225.00	\$225.00	\$300.00	\$260.64	\$253.32	\$250.69
	501-1,000 Lawyers	Partner	16	\$469.79	\$600.00	\$720.00	\$603.07	\$591.38	\$547.88
	Associate	10	\$290.00	\$349.85	\$430.00	\$372.19	\$364.17	\$342.97	

Section V

International

Analysis



2017 Real Rate Report Snapshot

Section V: International Analysis

Countries

2016—Real Rates for Partners, Associates, and Paralegals					Trend Analysis (Mean)			
Country	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Argentina	Partner	38	\$65.58	\$111.85	\$350.00	\$218.42	\$218.81	\$296.28
	Associate	65	\$135.00	\$200.00	\$275.00	\$200.44	\$195.56	\$198.57
	Paralegal	8	\$51.54	\$80.00	\$100.00	\$79.06	\$105.00	\$128.65
Australia	Partner	135	\$406.50	\$513.67	\$610.00	\$512.25	\$543.96	\$605.12
	Associate	202	\$248.91	\$311.80	\$400.00	\$325.19	\$339.24	\$378.39
	Paralegal	49	\$125.53	\$167.37	\$214.55	\$172.84	\$199.89	\$215.75
Belgium	Partner	58	\$409.07	\$547.38	\$676.86	\$565.50	\$567.68	\$625.45
	Associate	148	\$236.11	\$332.79	\$478.38	\$363.50	\$364.03	\$357.32
	Paralegal	22	\$118.65	\$203.19	\$246.86	\$190.91	\$203.19	\$223.04
Brazil	Partner	106	\$314.75	\$400.00	\$450.00	\$393.21	\$381.59	\$460.16
	Associate	225	\$149.06	\$216.07	\$270.00	\$220.21	\$234.75	\$257.81
	Paralegal	97	\$90.00	\$100.00	\$150.00	\$135.76	\$137.00	\$124.19
Canada	Partner	883	\$390.91	\$506.00	\$637.54	\$524.14	\$531.75	\$552.54
	Associate	754	\$216.08	\$286.40	\$371.00	\$301.78	\$309.56	\$319.37
	Paralegal	748	\$119.82	\$152.70	\$217.29	\$171.47	\$172.00	\$175.38
China	Partner	94	\$500.00	\$602.60	\$850.00	\$660.61	\$651.49	\$612.48
	Associate	200	\$229.16	\$321.29	\$447.18	\$359.00	\$341.40	\$337.82
	Paralegal	89	\$145.56	\$187.18	\$255.00	\$211.80	\$221.09	\$221.01
Czech Republic	Partner	17	\$291.17	\$339.00	\$400.00	\$375.93	\$385.83	\$366.47
	Associate	32	\$190.69	\$246.22	\$282.86	\$236.59	\$239.81	\$251.82
	Paralegal	8	\$90.12	\$100.00	\$137.50	\$113.29	\$116.06	\$102.55
France	Partner	173	\$436.00	\$480.00	\$585.39	\$511.06	\$526.38	\$557.11
	Associate	354	\$248.37	\$304.83	\$410.04	\$333.86	\$336.89	\$346.18
	Paralegal	101	\$105.00	\$140.00	\$194.75	\$156.56	\$149.33	\$134.04
Germany	Partner	234	\$350.30	\$447.85	\$572.90	\$476.35	\$491.23	\$519.43
	Associate	345	\$295.68	\$350.88	\$405.26	\$369.36	\$373.80	\$394.71
	Paralegal	70	\$158.65	\$185.35	\$225.29	\$193.75	\$190.88	\$191.80
Hong Kong	Partner	82	\$650.36	\$826.21	\$944.29	\$813.50	\$760.37	\$707.92
	Associate	147	\$300.00	\$488.61	\$610.63	\$464.29	\$469.21	\$448.76
	Paralegal	72	\$230.00	\$258.38	\$300.50	\$271.82	\$276.71	\$254.05
Ireland	Partner	85	\$441.85	\$519.80	\$578.20	\$506.71	\$503.99	\$547.24
	Associate	116	\$314.81	\$370.17	\$412.42	\$361.81	\$343.90	\$371.50
	Paralegal	64	\$164.34	\$217.45	\$270.97	\$216.27	\$222.92	\$234.67

Section V: International Analysis

Countries

2016—Real Rates for Partners, Associates, and Paralegals					Trend Analysis (Mean)			
Country	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Israel	Partner	25	\$309.00	\$382.41	\$456.71	\$385.07	\$364.52	\$376.97
	Associate	50	\$172.00	\$240.00	\$288.00	\$239.74	\$239.90	\$238.37
	Paralegal	35	\$100.00	\$120.00	\$175.00	\$140.12	\$129.88	\$129.25
Italy	Partner	38	\$342.94	\$454.37	\$572.31	\$462.59	\$490.67	\$507.60
	Associate	94	\$190.82	\$247.64	\$332.24	\$275.68	\$261.12	\$306.83
	Paralegal	20	\$110.73	\$130.65	\$184.13	\$156.58	\$185.44	\$178.57
Luxembourg	Partner	44	\$566.08	\$644.98	\$724.35	\$644.29	\$660.01	\$647.31
	Associate	103	\$266.05	\$387.25	\$473.51	\$391.04	\$390.15	\$377.86
	Paralegal	13	\$220.93	\$276.72	\$290.70	\$252.61	\$249.91	\$266.84
Mexico	Partner	47	\$201.03	\$350.00	\$450.00	\$330.84	\$342.87	\$353.17
	Associate	88	\$192.17	\$223.46	\$275.00	\$230.41	\$230.64	\$219.27
	Paralegal	20	\$92.50	\$120.00	\$132.50	\$121.55	\$113.80	\$125.47
Netherlands	Partner	78	\$474.64	\$601.06	\$723.68	\$607.50	\$586.30	\$563.74
	Associate	168	\$278.64	\$362.83	\$462.70	\$379.20	\$376.05	\$369.89
	Paralegal	25	\$141.39	\$226.51	\$252.84	\$202.81	\$219.24	\$220.55
New Zealand	Partner	11	\$404.72	\$451.88	\$500.00	\$449.23	\$405.37	\$414.30
	Associate	24	\$259.97	\$315.00	\$400.00	\$326.25	\$306.91	\$285.01
	Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Poland	Partner	17	\$242.11	\$274.42	\$382.44	\$317.87	\$320.50	\$370.23
	Associate	72	\$121.83	\$179.40	\$237.38	\$188.23	\$201.50	\$222.42
	Paralegal	16	\$68.20	\$76.24	\$101.72	\$86.36	\$111.49	\$121.63
Russian Federation	Partner	33	\$430.00	\$700.06	\$850.00	\$671.21	\$654.48	\$597.57
	Associate	116	\$250.00	\$300.00	\$409.75	\$336.38	\$339.80	\$333.51
	Paralegal	81	\$150.00	\$150.00	\$166.73	\$164.29	\$161.29	\$161.36
Singapore	Partner	45	\$524.95	\$643.82	\$873.92	\$661.27	\$592.10	\$637.08
	Associate	108	\$317.12	\$425.34	\$524.83	\$434.95	\$401.52	\$367.97
	Paralegal	n/a	n/a	n/a	n/a	n/a	\$259.87	\$209.22
Spain	Partner	46	\$444.45	\$474.86	\$556.23	\$504.33	\$504.47	\$520.18
	Associate	98	\$242.73	\$324.92	\$434.76	\$343.17	\$334.00	\$346.67
	Paralegal	20	\$115.89	\$149.20	\$157.26	\$159.54	\$166.14	\$147.75
Taiwan	Partner	33	\$300.00	\$350.00	\$390.43	\$370.13	\$369.66	\$393.23
	Associate	117	\$126.56	\$165.71	\$229.53	\$188.65	\$183.67	\$211.21
	Paralegal	38	\$39.34	\$200.00	\$200.00	\$152.96	\$160.93	\$158.28

Section V: International Analysis

Countries

2016—Real Rates for Partners, Associates, and Paralegals					Trend Analysis (Mean)			
Country	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Thailand	Partner	18	\$360.00	\$485.17	\$600.00	\$484.03	\$503.88	\$460.85
	Associate	26	\$185.00	\$265.00	\$354.07	\$277.51	\$273.54	\$261.29
	Paralegal	20	\$138.00	\$162.00	\$224.12	\$177.38	\$164.91	\$172.77
United Kingdom	Partner	782	\$550.00	\$697.67	\$848.04	\$705.14	\$746.69	\$723.71
	Associate	1,636	\$341.57	\$439.76	\$574.68	\$467.02	\$488.92	\$473.58
	Paralegal	685	\$167.68	\$213.41	\$250.34	\$216.97	\$221.57	\$214.04
United States	Partner	19,505	\$340.00	\$513.70	\$760.00	\$570.60	\$555.39	\$521.58
	Associate	20,381	\$250.00	\$360.00	\$523.68	\$403.18	\$392.77	\$370.35
	Paralegal	10,238	\$120.00	\$170.00	\$235.71	\$183.51	\$180.23	\$173.50

Section V: International Analysis

Australia

2016—Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Partner	135	\$406.50	\$513.67	\$610.00	\$512.25	\$543.96	\$605.12
Associate	202	\$248.91	\$311.80	\$400.00	\$325.19	\$339.24	\$378.39
Paralegal	49	\$125.53	\$167.37	\$214.55	\$172.84	\$199.89	\$215.75

Australia

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	Non-Litigation	Partner	24	\$369.52	\$400.91	\$430.94	\$404.70	\$475.95	\$560.64
		Associate	27	\$234.58	\$248.91	\$338.25	\$274.41	\$291.78	\$364.24
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$174.88	\$203.98
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	12	\$437.43	\$463.28	\$598.48	\$520.86	\$631.05	\$763.53
		Associate	22	\$262.09	\$338.44	\$425.30	\$337.46	\$428.56	\$452.71
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$231.10	n/a
Corporate: Regulatory and Compliance	Non-Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$449.24	\$506.56
		Associate	14	\$285.56	\$294.28	\$454.21	\$322.68	\$279.68	\$343.73
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$168.15	n/a
Corporate: Other	Non-Litigation	Partner	20	\$482.48	\$542.35	\$643.91	\$565.21	\$559.50	\$611.03
		Associate	23	\$206.73	\$286.15	\$429.10	\$315.35	\$350.43	\$380.25
		Paralegal	12	\$167.74	\$178.06	\$210.54	\$175.47	\$172.27	\$185.84
Finance and Securities	Non-Litigation	Partner	26	\$538.93	\$628.29	\$674.90	\$629.02	\$638.32	\$696.39
		Associate	46	\$240.84	\$305.98	\$449.67	\$336.97	\$356.96	\$409.67
		Paralegal	11	\$163.82	\$168.81	\$170.42	\$179.55	\$212.32	\$219.26
General Liability	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	14	\$283.01	\$297.98	\$325.08	\$310.13	\$348.89	\$313.59
		Paralegal	14	\$125.53	\$126.77	\$161.50	\$143.57	\$161.13	\$165.52
Intellectual Property: Patents	Litigation	Partner	15	\$279.84	\$500.00	\$650.00	\$490.32	\$503.71	\$564.78
		Associate	27	\$249.61	\$319.46	\$389.28	\$326.77	\$318.23	\$295.79
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$195.87	\$224.42
	Non-Litigation	Partner	18	\$420.00	\$516.32	\$590.00	\$511.21	\$528.09	\$670.18
		Associate	16	\$325.00	\$362.94	\$469.44	\$405.43	\$390.98	\$473.03
Labor and Employment	Non-Litigation	Paralegal	n/a	n/a	n/a	n/a	n/a	\$196.41	\$225.22
		Partner	13	\$379.24	\$395.82	\$424.27	\$416.55	\$492.77	\$550.84
		Associate	17	\$246.45	\$277.97	\$339.47	\$290.14	\$291.32	\$356.97
	Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Section V: International Analysis

Australia

By Industry Group and Matter Type

2016—Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
							2016	2015	2014
Financials (Excluding Insurance)	Non-Litigation	Partner	22	\$538.93	\$625.28	\$674.90	\$634.79	\$608.93	\$653.09
		Associate	38	\$256.43	\$335.38	\$454.27	\$351.74	\$353.60	\$415.59
Health Care	Litigation	Partner	17	\$292.45	\$535.00	\$650.00	\$500.62	\$508.55	\$558.44
		Associate	41	\$251.88	\$315.00	\$376.58	\$321.09	\$327.99	\$308.19
	Non-Litigation	Partner	18	\$424.27	\$457.01	\$550.00	\$496.00	\$554.71	\$627.82
		Associate	16	\$261.51	\$320.30	\$442.33	\$334.27	\$392.07	\$385.27
Industrials	Non-Litigation	Partner	28	\$467.94	\$566.18	\$600.00	\$548.16	\$559.85	\$662.62
		Associate	32	\$242.70	\$339.77	\$444.83	\$354.66	\$384.26	\$432.15
Technology and Telecom	Non-Litigation	Partner	16	\$391.81	\$518.84	\$552.09	\$492.31	\$483.94	\$570.87
		Associate	26	\$223.50	\$287.25	\$325.96	\$295.03	\$292.11	\$337.17

Australia

By Firm Size

2016—Real Rates for Partners and Associates

Firm Size	Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
50 Lawyers or Fewer	Partner	46	\$397.04	\$486.24	\$552.09	\$481.41	\$489.35	\$525.53
	Associate	66	\$248.34	\$323.95	\$388.73	\$325.27	\$310.21	\$333.39
51-200 Lawyers	Partner	23	\$265.80	\$365.30	\$424.14	\$365.57	\$420.99	\$529.05
	Associate	33	\$200.97	\$259.85	\$319.46	\$280.08	\$284.65	\$260.04
201-500 Lawyers	Partner	8	\$606.71	\$629.33	\$650.34	\$623.32	\$597.35	\$608.66
	Associate	23	\$251.88	\$324.96	\$437.50	\$336.75	\$315.93	\$419.98
501-1,000 Lawyers	Partner	12	\$563.90	\$582.50	\$629.27	\$603.61	\$647.40	\$689.02
	Associate	25	\$249.39	\$305.00	\$376.58	\$321.05	\$401.03	\$441.66
More Than 1,000 Lawyers	Partner	41	\$457.21	\$567.37	\$675.00	\$592.56	\$599.23	\$666.56
	Associate	41	\$278.92	\$339.57	\$449.67	\$357.55	\$373.43	\$412.10

Section V: International Analysis

Canada

2016—Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
					2016	2015	2014
Partner	883	\$390.91	\$506.00	\$637.54	\$524.14	\$531.75	\$552.54
Associate	754	\$216.08	\$286.40	\$371.00	\$301.78	\$309.56	\$319.37
Paralegal	748	\$119.82	\$152.70	\$217.29	\$171.47	\$172.00	\$175.38

Canada

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
							2016	2015	2014
Bankruptcy and Collections	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$407.10	\$444.04
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	\$220.49
		Paralegal	162	\$109.87	\$129.54	\$145.00	\$138.33	\$138.29	\$125.64
	Non-Litigation	Partner	127	\$341.19	\$399.60	\$500.10	\$422.33	\$428.57	\$456.93
		Associate	110	\$193.00	\$238.44	\$289.00	\$240.44	\$273.99	\$338.13
		Paralegal	102	\$105.60	\$145.34	\$206.00	\$161.37	\$169.41	\$181.14
Commercial	Litigation	Partner	31	\$320.03	\$432.10	\$765.00	\$547.17	\$507.19	\$548.08
		Associate	21	\$221.69	\$237.60	\$313.70	\$295.05	\$312.78	\$309.20
		Paralegal	190	\$123.00	\$164.35	\$219.00	\$173.84	\$161.82	\$164.34
	Non-Litigation	Partner	117	\$500.00	\$629.00	\$789.00	\$635.74	\$613.92	\$619.07
		Associate	87	\$268.00	\$325.00	\$442.00	\$353.88	\$352.36	\$371.96
		Paralegal	87	\$148.00	\$204.55	\$285.00	\$214.00	\$201.19	\$216.67
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	76	\$530.00	\$610.73	\$728.85	\$632.28	\$629.30	\$637.88
		Associate	56	\$286.39	\$373.83	\$456.08	\$390.34	\$374.32	\$413.21
		Paralegal	38	\$135.27	\$186.38	\$228.79	\$189.13	\$197.81	\$217.83
Corporate: Regulatory and Compliance	Non-Litigation	Partner	35	\$467.42	\$530.00	\$650.00	\$555.64	\$551.12	\$549.64
		Associate	22	\$280.00	\$298.93	\$375.00	\$322.84	\$334.73	\$312.23
		Paralegal	16	\$144.09	\$221.63	\$264.73	\$209.35	\$212.38	\$246.76
Corporate: Other	Litigation	Partner	125	\$344.91	\$450.18	\$595.51	\$478.56	\$495.24	\$511.73
		Associate	101	\$211.04	\$258.23	\$325.00	\$275.76	\$270.35	\$279.99
		Paralegal	76	\$127.07	\$170.65	\$223.00	\$177.36	\$167.75	\$161.40
	Non-Litigation	Partner	209	\$411.01	\$536.70	\$650.26	\$547.32	\$571.34	\$559.58
		Associate	129	\$276.62	\$337.88	\$440.00	\$354.08	\$348.73	\$335.89
		Paralegal	189	\$122.70	\$174.86	\$245.05	\$188.49	\$191.53	\$184.16

Section V: International Analysis

Canada

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Finance and Securities	Litigation	Partner	25	\$396.00	\$481.38	\$579.00	\$500.24	\$542.24	\$563.08
		Associate	31	\$231.79	\$321.11	\$453.88	\$329.22	\$285.62	\$283.28
		Paralegal	15	\$105.00	\$177.30	\$254.60	\$182.72	\$160.08	\$179.61
	Non-Litigation	Partner	156	\$428.13	\$538.16	\$672.75	\$562.14	\$553.45	\$603.66
		Associate	79	\$259.60	\$343.58	\$423.00	\$350.76	\$328.06	\$331.07
		Paralegal	133	\$120.00	\$169.13	\$245.50	\$185.35	\$184.51	\$192.42
General Liability	Litigation	Partner	46	\$413.11	\$495.07	\$680.33	\$566.02	\$521.24	\$541.68
		Associate	48	\$196.42	\$253.07	\$336.70	\$286.71	\$284.12	\$292.35
		Paralegal	18	\$131.06	\$174.59	\$189.63	\$182.95	\$183.67	\$164.13
Intellectual Property: Patents	Litigation	Partner	29	\$366.93	\$480.90	\$561.49	\$478.28	\$501.21	\$529.85
		Associate	53	\$170.14	\$233.33	\$316.71	\$247.71	\$241.36	\$301.15
		Paralegal	21	\$125.95	\$145.91	\$169.88	\$147.86	\$163.40	\$173.82
	Non-Litigation	Partner	42	\$362.77	\$416.67	\$485.00	\$419.10	\$439.80	\$506.85
		Associate	49	\$185.30	\$230.95	\$301.00	\$244.42	\$262.80	\$306.21
		Paralegal	11	\$65.87	\$108.04	\$122.14	\$107.42	\$142.85	\$144.33
Intellectual Property: Trademarks	Non-Litigation	Partner	22	\$411.16	\$477.06	\$573.76	\$490.97	\$468.57	\$521.90
		Associate	21	\$181.48	\$221.08	\$321.17	\$246.79	\$256.38	\$275.44
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$108.44	\$134.17
Labor and Employment	Litigation	Partner	30	\$346.31	\$420.41	\$502.37	\$444.40	\$439.80	\$428.80
		Associate	21	\$243.26	\$302.11	\$327.72	\$290.29	\$245.07	\$262.15
		Paralegal	15	\$115.00	\$150.00	\$187.13	\$157.54	\$179.03	\$175.56
	Non-Litigation	Partner	69	\$360.72	\$505.62	\$599.25	\$500.10	\$530.62	\$490.07
		Associate	45	\$201.31	\$319.87	\$395.00	\$315.77	\$326.44	\$315.72
		Paralegal	15	\$144.97	\$280.90	\$341.00	\$274.62	\$220.23	\$229.23
Real Estate	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Paralegal	12	\$142.40	\$214.50	\$235.47	\$200.72	\$210.27	\$188.75
	Non-Litigation	Partner	20	\$332.11	\$439.16	\$589.41	\$468.11	\$453.33	\$566.36
		Associate	10	\$139.26	\$178.51	\$215.27	\$204.43	\$306.99	\$364.69
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	\$178.72

Section V: International Analysis

Canada

By Industry Group and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Consumer Goods	Litigation	Partner	23	\$561.80	\$637.88	\$963.20	\$740.14	\$604.61	\$641.31
		Associate	17	\$285.44	\$305.83	\$502.91	\$383.25	\$340.07	\$329.52
	Non-Litigation	Partner	49	\$484.50	\$610.93	\$838.19	\$673.70	\$567.92	\$571.35
		Associate	36	\$183.99	\$248.67	\$438.93	\$318.71	\$304.82	\$328.42
Consumer Services	Non-Litigation	Partner	12	\$372.50	\$515.00	\$602.50	\$511.33	\$590.82	\$601.30
		Associate	10	\$295.00	\$377.50	\$430.00	\$353.66	\$401.47	\$403.63
Financials (Excluding Insurance)	Litigation	Partner	79	\$377.30	\$471.60	\$614.00	\$499.01	\$520.54	\$531.65
		Associate	74	\$221.69	\$290.40	\$378.86	\$303.02	\$277.06	\$288.17
	Non-Litigation	Partner	397	\$415.00	\$539.00	\$676.07	\$557.58	\$585.59	\$631.92
		Associate	285	\$233.00	\$306.64	\$403.00	\$324.04	\$354.75	\$379.05
Health Care	Litigation	Partner	49	\$414.82	\$483.23	\$599.40	\$515.16	\$500.68	\$542.68
		Associate	63	\$175.19	\$221.54	\$330.87	\$245.47	\$232.53	\$298.86
	Non-Litigation	Partner	46	\$390.54	\$485.27	\$586.05	\$488.20	\$527.14	\$530.00
		Associate	35	\$239.83	\$319.58	\$440.00	\$335.42	\$329.08	\$341.39
Industrials	Litigation	Partner	91	\$316.45	\$401.90	\$523.79	\$430.29	\$453.54	\$443.56
		Associate	80	\$207.07	\$259.07	\$309.40	\$265.53	\$269.30	\$260.56
	Non-Litigation	Partner	150	\$358.58	\$454.60	\$556.16	\$463.57	\$479.34	\$489.32
		Associate	121	\$234.17	\$290.24	\$336.83	\$298.45	\$282.74	\$289.65
Technology and Telecom	Litigation	Partner	25	\$409.09	\$470.67	\$507.46	\$477.42	\$508.88	\$554.26
		Associate	29	\$189.39	\$238.48	\$321.77	\$268.89	\$284.10	\$299.77
	Non-Litigation	Partner	75	\$406.81	\$523.26	\$600.00	\$513.78	\$523.83	\$546.44
		Associate	64	\$218.87	\$286.39	\$373.40	\$297.68	\$309.78	\$335.95

Section V: International Analysis

Canada

By Firm Size

2016—Real Rates for Partners and Associates

Firm Size	Role	n	First	Median	Third	Trend Analysis (Mean)		
			Quartile	Quartile	Quartile	2016	2015	2014
50 Lawyers or Fewer	Partner	110	\$352.00	\$426.10	\$544.79	\$462.16	\$455.80	\$480.31
	Associate	149	\$162.40	\$212.69	\$307.05	\$242.51	\$249.56	\$267.77
51-200 Lawyers	Partner	141	\$375.00	\$490.70	\$620.00	\$526.83	\$483.23	\$512.35
	Associate	105	\$212.50	\$280.00	\$343.20	\$283.49	\$287.93	\$295.64
201-500 Lawyers	Partner	396	\$373.51	\$489.98	\$638.57	\$511.04	\$537.68	\$574.81
	Associate	289	\$233.73	\$296.38	\$393.54	\$321.69	\$331.13	\$343.76
501-1,000 Lawyers	Partner	288	\$458.69	\$530.51	\$641.47	\$552.09	\$562.89	\$562.59
	Associate	246	\$239.63	\$315.00	\$385.00	\$318.46	\$320.14	\$325.07
More Than 1,000 Lawyers	Partner	10	\$537.43	\$711.47	\$1,200.00	\$794.13	\$657.88	\$614.26
	Associate	n/a	n/a	n/a	n/a	n/a	\$414.39	n/a

Canada

By City

2016—Real Rates for Partners and Associates

Firm Size	Role	n	First	Median	Third	Trend Analysis (Mean)		
			Quartile	Quartile	Quartile	2016	2015	2014
Calgary, AB	Partner	64	\$451.33	\$546.96	\$641.47	\$559.11	\$547.69	\$577.95
	Associate	60	\$235.54	\$308.08	\$426.71	\$327.66	\$313.69	\$313.23
Edmonton, AB	Partner	15	\$320.03	\$418.00	\$506.00	\$416.97	\$420.90	\$404.07
	Associate	17	\$185.00	\$229.94	\$277.20	\$230.89	\$235.62	\$217.52
Halifax, NS	Partner	32	\$269.19	\$332.69	\$370.00	\$323.82	\$317.36	\$341.20
	Associate	21	\$154.54	\$174.31	\$220.00	\$185.49	\$177.95	\$176.58
Montreal, QC	Partner	138	\$363.45	\$430.48	\$531.12	\$454.96	\$484.60	\$471.05
	Associate	91	\$228.80	\$281.38	\$330.29	\$294.25	\$316.70	\$304.26
Ottawa, ON	Partner	84	\$350.73	\$426.38	\$483.84	\$427.68	\$422.86	\$464.85
	Associate	127	\$162.40	\$207.25	\$265.10	\$225.99	\$237.73	\$263.33
Toronto, ON	Partner	450	\$490.70	\$599.25	\$707.29	\$607.03	\$613.28	\$632.43
	Associate	356	\$266.37	\$334.20	\$423.60	\$349.10	\$360.22	\$368.70
Vancouver, BC	Partner	69	\$339.70	\$400.00	\$466.69	\$411.52	\$409.48	\$443.74
	Associate	56	\$217.20	\$261.18	\$325.58	\$274.15	\$263.97	\$272.75

Section V: International Analysis

France

2016—Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Partner	173	\$436.00	\$480.00	\$585.39	\$511.06	\$526.38	\$557.11
Associate	354	\$248.37	\$304.83	\$410.04	\$333.86	\$336.89	\$346.18
Paralegal	101	\$105.00	\$140.00	\$194.75	\$156.56	\$149.33	\$134.04

France

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	Litigation	Partner	14	\$308.10	\$433.29	\$476.71	\$386.57	\$415.11	\$405.61
		Associate	16	\$216.68	\$251.31	\$337.11	\$271.96	\$305.10	\$336.56
		Paralegal	7	\$109.79	\$174.36	\$245.33	\$165.78	\$193.56	\$181.82
	Non-Litigation	Partner	10	\$450.06	\$464.50	\$529.56	\$475.10	\$569.64	\$647.81
		Associate	22	\$226.00	\$286.52	\$392.32	\$332.73	\$333.88	\$363.52
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	10	\$486.57	\$566.01	\$600.00	\$535.58	\$580.77	\$601.44
		Associate	36	\$271.72	\$360.00	\$396.27	\$359.61	\$383.71	\$384.97
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$176.60	n/a
Corporate: Regulatory and Compliance	Non-Litigation	Partner	12	\$451.91	\$528.73	\$551.22	\$498.39	\$536.98	\$611.06
		Associate	39	\$251.95	\$288.85	\$383.00	\$314.52	\$343.96	\$394.48
		Paralegal	8	\$149.37	\$170.70	\$206.94	\$173.79	\$165.23	\$151.85
Corporate: Other	Non-Litigation	Partner	77	\$390.00	\$480.00	\$541.16	\$475.10	\$475.98	\$486.79
		Associate	136	\$223.00	\$264.75	\$404.83	\$313.06	\$312.14	\$303.27
		Paralegal	51	\$75.44	\$105.00	\$160.00	\$129.73	\$120.41	\$111.04
Finance and Securities	Non-Litigation	Partner	45	\$480.00	\$541.00	\$659.80	\$600.79	\$595.70	\$598.85
		Associate	71	\$299.74	\$368.31	\$516.77	\$405.09	\$368.46	\$353.34
		Paralegal	16	\$124.20	\$140.00	\$238.75	\$185.22	\$185.51	\$173.14
General Liability	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	10	\$262.06	\$327.24	\$441.20	\$351.17	\$335.06	\$442.34
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Intellectual Property: Patents	Litigation	Partner	8	\$457.64	\$560.52	\$688.49	\$582.59	\$558.62	\$646.89
		Associate	7	\$220.12	\$334.85	\$410.43	\$351.03	\$338.07	\$370.13
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Intellectual Property: Trademarks	Non-Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$549.22	\$576.65
		Associate	11	\$215.81	\$254.07	\$297.50	\$267.28	\$304.61	\$359.08
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$192.07	\$180.72

Section V: International Analysis

France

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
							2016	2015	2014
Labor and Employment	Non-Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$526.81	\$606.51
		Associate	25	\$256.38	\$282.14	\$319.84	\$294.26	\$333.58	\$369.59
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a

France

By Industry Group and Matter Type

2016—Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
							2016	2015	2014
Financials (Excluding Insurance)	Non-Litigation	Partner	98	\$406.84	\$480.00	\$600.00	\$514.60	\$521.21	\$528.89
		Associate	179	\$231.00	\$303.63	\$418.51	\$334.32	\$335.33	\$317.29
Health Care	Litigation	Partner	14	\$459.25	\$525.94	\$681.19	\$576.19	\$563.68	\$653.20
		Associate	20	\$276.27	\$381.56	\$578.21	\$420.01	\$401.75	\$473.53
	Non-Litigation	Partner	12	\$525.13	\$537.65	\$563.07	\$547.03	\$605.81	\$610.34
		Associate	42	\$249.12	\$310.80	\$364.09	\$317.65	\$374.63	\$390.48
Industrials	Litigation	Partner	10	\$288.33	\$328.07	\$462.94	\$362.05	\$430.66	\$519.91
		Associate	n/a	n/a	n/a	n/a	n/a	\$233.33	\$372.13
	Non-Litigation	Partner	19	\$450.06	\$577.23	\$641.88	\$563.75	\$571.86	\$641.31
		Associate	38	\$274.65	\$372.63	\$430.40	\$379.71	\$362.82	\$413.53
Technology and Telecom	Non-Litigation	Partner	20	\$462.10	\$472.29	\$523.34	\$486.83	\$512.91	\$561.95
		Associate	39	\$224.83	\$248.60	\$319.84	\$272.56	\$299.72	\$327.57

Section V: International Analysis

France

By Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Partner	55	\$354.37	\$445.00	\$480.00	\$433.45	\$436.66	\$461.06
	Associate	93	\$220.00	\$258.00	\$335.00	\$278.87	\$292.81	\$302.19
51-200 Lawyers	Partner	23	\$436.00	\$461.44	\$476.71	\$458.41	\$481.29	\$524.02
	Associate	41	\$224.21	\$245.06	\$286.19	\$248.70	\$271.68	\$302.24
201-500 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$455.41	\$483.19
	Associate	10	\$240.00	\$325.00	\$336.62	\$323.72	\$291.01	\$279.21
501-1,000 Lawyers	Partner	n/a	n/a	n/a	n/a	n/a	\$893.46	n/a
	Associate	13	\$299.72	\$310.27	\$363.00	\$361.06	\$393.61	\$401.67
More Than 1,000 Lawyers	Partner	85	\$503.94	\$577.97	\$620.71	\$579.38	\$568.09	\$615.32
	Associate	198	\$282.39	\$359.24	\$457.13	\$381.58	\$361.22	\$375.06

Section V: International Analysis

Germany

2016—Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
					2016	2015	2014
Partner	234	\$350.30	\$447.85	\$572.90	\$476.35	\$491.23	\$519.43
Associate	345	\$295.68	\$350.88	\$405.26	\$369.36	\$373.80	\$394.71
Paralegal	70	\$158.65	\$185.35	\$225.29	\$193.75	\$190.88	\$191.80

Germany

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First	Median	Third	Trend Analysis (Mean)		
				Quartile	Quartile	Quartile	2016	2015	2014
Commercial	Non-Litigation	Partner	17	\$334.82	\$358.50	\$392.44	\$360.42	\$420.06	\$499.18
		Associate	17	\$261.85	\$283.30	\$337.28	\$299.46	\$352.59	\$404.26
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$607.35	\$558.35
		Associate	13	\$395.00	\$475.79	\$535.00	\$476.36	\$394.93	\$382.56
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$185.83	n/a
Corporate: Regulatory and Compliance	Non-Litigation	Partner	28	\$382.57	\$493.00	\$613.79	\$525.94	\$469.52	\$521.05
		Associate	43	\$305.95	\$327.83	\$460.00	\$384.15	\$354.21	\$419.85
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$214.81	\$180.60
Corporate: Other	Litigation	Partner	10	\$446.22	\$521.26	\$558.30	\$520.69	\$596.77	\$633.97
		Associate	7	\$296.55	\$393.46	\$404.84	\$367.14	\$524.78	\$429.74
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Non-Litigation	Partner	29	\$381.63	\$450.00	\$486.57	\$462.48	\$555.80	\$525.43
		Associate	53	\$272.16	\$340.74	\$400.19	\$348.06	\$368.53	\$369.27
		Paralegal	8	\$165.31	\$215.99	\$271.72	\$216.81	\$192.97	\$153.19
Finance and Securities	Non-Litigation	Partner	34	\$469.60	\$581.85	\$677.43	\$608.63	\$592.45	\$623.39
		Associate	64	\$333.32	\$381.22	\$466.45	\$409.68	\$402.27	\$403.96
		Paralegal	23	\$141.74	\$169.16	\$235.00	\$190.78	\$164.69	\$211.92
General Liability	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	15	\$272.25	\$303.90	\$367.40	\$328.01	\$386.06	\$472.29
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Intellectual Property: Patents	Litigation	Partner	41	\$402.63	\$485.87	\$557.40	\$485.93	\$503.24	\$527.68
		Associate	58	\$295.68	\$347.31	\$395.60	\$352.76	\$347.15	\$392.47
		Paralegal	17	\$175.00	\$198.45	\$208.74	\$186.56	\$169.32	\$167.76
	Non-Litigation	Partner	55	\$324.50	\$357.54	\$457.30	\$415.90	\$381.91	\$433.24
		Associate	44	\$340.45	\$355.71	\$383.83	\$379.18	\$352.97	\$382.20
		Paralegal	10	\$136.67	\$212.33	\$231.48	\$186.34	\$195.35	\$195.06

Section V: International Analysis

Germany

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile			Trend Analysis (Mean)		
				Median	Third Quartile	2016	2015	2014	
Intellectual Property: Trademarks	Non-Litigation	Partner	12	\$335.76	\$525.78	\$554.96	\$478.71	\$478.21	\$479.47
		Associate	22	\$298.32	\$343.20	\$386.22	\$350.91	\$375.89	\$373.71
		Paralegal	11	\$110.50	\$175.60	\$197.12	\$167.63	\$182.25	\$195.65
Labor and Employment	Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$497.15	\$544.39
		Associate	11	\$270.70	\$324.84	\$548.65	\$389.05	\$446.64	\$491.45
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Non-Litigation	Partner	17	\$309.00	\$388.81	\$652.62	\$471.81	\$397.50	\$514.37
		Associate	16	\$216.06	\$316.06	\$497.24	\$346.51	\$429.89	\$431.72
Real Estate	Non-Litigation	Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Partner	n/a	n/a	n/a	n/a	n/a	n/a	\$587.11
		Associate	10	\$353.48	\$388.14	\$484.29	\$433.62	\$429.66	\$426.73
		Paralegal	n/a	n/a	n/a	n/a	n/a	n/a	\$225.91

Germany

By Industry Group and Matter Type

2016—Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile			Trend Analysis (Mean)		
				Median	Third Quartile	2016	2015	2014	
Consumer Services	Non-Litigation	Partner	n/a	n/a	n/a	n/a	n/a	\$495.69	\$559.12
		Associate	11	\$340.74	\$381.63	\$402.08	\$355.44	\$375.08	\$422.93
Financials (Excluding Insurance)	Non-Litigation	Partner	50	\$445.81	\$512.63	\$653.52	\$556.81	\$569.34	\$602.42
		Associate	79	\$308.07	\$381.22	\$500.00	\$407.72	\$389.17	\$384.78
Health Care	Litigation	Partner	36	\$415.68	\$494.61	\$637.83	\$526.02	\$549.84	\$565.31
		Associate	47	\$312.94	\$353.62	\$419.34	\$379.33	\$433.90	\$470.44
	Non-Litigation	Partner	35	\$380.67	\$477.88	\$589.89	\$489.73	\$525.71	\$602.07
		Associate	42	\$310.00	\$349.41	\$413.74	\$365.94	\$460.49	\$486.71
Industrials	Litigation	Partner	13	\$327.92	\$359.50	\$446.22	\$405.30	\$431.24	\$479.82
		Associate	22	\$248.07	\$301.43	\$338.05	\$305.40	\$341.94	\$369.62
	Non-Litigation	Partner	36	\$328.95	\$337.90	\$483.12	\$416.92	\$505.29	\$503.74
		Associate	50	\$328.94	\$354.87	\$481.89	\$401.77	\$388.37	\$398.45
Technology and Telecom	Litigation	Partner	16	\$463.55	\$518.73	\$580.50	\$525.98	\$530.49	\$522.84
		Associate	31	\$295.68	\$350.88	\$392.11	\$346.12	\$357.44	\$377.51
	Non-Litigation	Partner	53	\$327.83	\$393.12	\$529.30	\$442.90	\$399.37	\$451.85
		Associate	76	\$281.39	\$337.05	\$365.92	\$344.07	\$313.81	\$359.83

Section V: International Analysis

Germany

By Firm Size

2016—Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
50 Lawyers or Fewer	Partner	68	\$324.92	\$357.70	\$478.30	\$385.43	\$366.01	\$381.63
	Associate	75	\$281.33	\$350.88	\$360.52	\$331.97	\$336.44	\$366.38
51-200 Lawyers	Partner	18	\$336.00	\$366.34	\$463.30	\$416.80	\$385.12	\$407.29
	Associate	12	\$259.26	\$288.19	\$304.55	\$397.45	\$273.73	\$307.92
201-500 Lawyers	Partner	36	\$350.06	\$382.57	\$418.77	\$397.44	\$418.27	\$478.02
	Associate	35	\$272.16	\$308.43	\$362.63	\$324.95	\$321.88	\$347.75
501-1,000 Lawyers	Partner	8	\$346.67	\$381.63	\$425.31	\$388.11	\$390.39	\$406.62
	Associate	16	\$269.92	\$340.74	\$390.91	\$319.89	\$327.31	\$348.32
More Than 1,000 Lawyers	Partner	127	\$452.34	\$544.00	\$653.28	\$561.76	\$566.65	\$603.21
	Associate	240	\$305.44	\$365.23	\$447.85	\$387.96	\$390.71	\$419.59

Section V: International Analysis

United Kingdom

2016—Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Partner	782	\$550.00	\$697.67	\$848.04	\$705.14	\$746.69	\$723.71
Associate	1,636	\$341.57	\$439.76	\$574.68	\$467.02	\$488.92	\$473.58
Paralegal	685	\$167.68	\$213.41	\$250.34	\$216.97	\$221.57	\$214.04

United Kingdom

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
Commercial	Litigation	Partner	21	\$511.21	\$603.17	\$691.85	\$611.72	\$774.87	\$786.09
		Associate	29	\$372.57	\$425.78	\$543.47	\$435.60	\$499.02	\$498.63
		Paralegal	n/a	n/a	n/a	n/a	n/a	\$229.75	\$280.77
	Non-Litigation	Partner	81	\$481.55	\$653.80	\$732.35	\$627.08	\$653.24	\$660.58
		Associate	129	\$330.77	\$386.18	\$460.00	\$411.88	\$423.26	\$419.35
		Paralegal	38	\$143.37	\$203.78	\$260.09	\$204.73	\$217.34	\$216.11
Corporate: Mergers, Acquisitions, and Divestitures	Non-Litigation	Partner	62	\$570.75	\$726.17	\$925.88	\$753.93	\$801.62	\$778.27
		Associate	131	\$377.50	\$549.96	\$724.50	\$549.87	\$547.72	\$469.84
		Paralegal	12	\$214.87	\$283.09	\$332.60	\$278.37	\$280.96	\$238.91
Corporate: Regulatory and Compliance	Litigation	Partner	11	\$724.41	\$775.00	\$951.24	\$849.11	\$862.45	\$882.48
		Associate	28	\$328.67	\$432.06	\$552.71	\$460.04	\$489.69	\$534.63
		Paralegal	52	\$144.58	\$240.34	\$243.07	\$205.73	\$173.84	\$200.33
	Non-Litigation	Partner	78	\$618.50	\$713.27	\$862.87	\$708.37	\$722.73	\$706.77
		Associate	112	\$373.45	\$456.72	\$559.39	\$470.27	\$443.48	\$473.31
Corporate: Other	Litigation	Partner	25	\$189.15	\$225.11	\$258.69	\$225.74	\$231.06	\$219.93
		Associate	47	\$404.89	\$489.00	\$649.25	\$520.00	\$429.78	\$485.70
		Paralegal	15	\$245.36	\$279.30	\$283.56	\$261.04	\$233.06	\$272.12
	Non-Litigation	Partner	132	\$639.45	\$730.74	\$857.17	\$753.59	\$731.78	\$706.38
		Associate	250	\$367.50	\$479.43	\$576.83	\$483.76	\$468.80	\$458.76
		Paralegal	120	\$166.19	\$212.62	\$253.54	\$203.68	\$165.32	\$161.39
Finance and Securities	Litigation	Partner	11	\$629.43	\$888.69	\$1,098.92	\$872.95	\$820.01	\$942.92
		Associate	35	\$254.58	\$310.79	\$411.95	\$368.55	\$537.74	\$502.31
		Paralegal	13	\$165.38	\$203.98	\$269.93	\$220.13	\$208.89	\$242.89
	Non-Litigation	Partner	276	\$651.74	\$743.13	\$892.75	\$772.42	\$840.18	\$808.66
		Associate	590	\$363.11	\$477.48	\$618.00	\$495.63	\$526.48	\$508.73
		Paralegal	230	\$174.39	\$211.69	\$262.87	\$233.74	\$244.97	\$222.76

Section V: International Analysis

United Kingdom

By Practice Area and Matter Type

2016—Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2016	2015	2014
General Liability	Litigation	Partner	22	\$477.68	\$638.70	\$729.13	\$606.14	\$612.93	\$660.03
		Associate	29	\$306.32	\$345.15	\$459.20	\$370.07	\$414.66	\$435.64
		Paralegal	23	\$144.35	\$174.78	\$222.91	\$189.95	\$200.98	\$214.70
Intellectual Property: Patents	Litigation	Partner	23	\$677.51	\$769.07	\$821.21	\$736.49	\$750.91	\$771.50
		Associate	57	\$335.00	\$440.70	\$546.92	\$443.29	\$454.18	\$480.66
		Paralegal	43	\$161.84	\$210.21	\$253.44	\$212.76	\$217.57	\$229.23
	Non-Litigation	Partner	43	\$286.00	\$431.52	\$496.43	\$433.43	\$462.13	\$571.06
		Associate	55	\$254.65	\$302.90	\$400.00	\$317.92	\$352.49	\$403.68
Intellectual Property: Trademark	Non-Litigation	Paralegal	31	\$167.19	\$195.00	\$237.78	\$198.89	\$215.29	\$211.13
		Partner	25	\$533.85	\$600.00	\$696.80	\$576.94	\$601.47	\$588.28
		Associate	52	\$340.00	\$382.06	\$431.50	\$397.52	\$415.91	\$404.96
Labor and Employment	Litigation	Paralegal	31	\$158.05	\$191.58	\$240.00	\$205.16	\$198.83	\$201.28
		Partner	16	\$638.54	\$777.93	\$855.37	\$744.39	\$804.70	\$838.63
		Associate	28	\$398.63	\$572.18	\$665.91	\$548.11	\$565.70	\$548.78
	Non-Litigation	Paralegal	17	\$166.38	\$170.71	\$186.08	\$189.93	\$225.11	\$243.16
		Partner	57	\$482.60	\$601.43	\$757.93	\$636.72	\$687.86	\$641.27
Real Estate	Non-Litigation	Associate	111	\$313.95	\$395.15	\$565.00	\$442.07	\$465.35	\$454.93
		Paralegal	26	\$172.58	\$226.83	\$242.81	\$209.69	\$229.27	\$190.26
		Partner	10	\$492.10	\$748.15	\$788.90	\$706.57	\$800.23	\$692.22
		Associate	20	\$375.35	\$411.11	\$476.93	\$459.72	\$504.91	\$503.46
		Paralegal	14	\$213.41	\$222.60	\$274.35	\$238.80	\$294.76	\$289.63

Section V: International Analysis

United Kingdom

By Industry Group and Matter Type

2016—Real Rates for Partners and Associates

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
							2016	2015	2014
Consumer Goods	Non-Litigation	Partner	n/a	n/a	n/a	n/a	n/a	n/a	n/a
		Associate	14	\$350.00	\$370.39	\$429.71	\$373.13	\$386.69	\$426.54
Financials (Excluding Insurance)	Litigation	Partner	27	\$749.24	\$874.28	\$957.14	\$881.38	\$901.12	\$936.23
		Associate	67	\$259.44	\$435.03	\$645.19	\$461.28	\$582.15	\$553.58
	Non-Litigation	Partner	349	\$654.26	\$760.00	\$890.87	\$769.21	\$826.57	\$792.40
		Associate	768	\$371.59	\$485.61	\$611.71	\$497.07	\$514.47	\$505.41
Health Care	Litigation	Partner	36	\$637.38	\$742.43	\$804.82	\$715.42	\$725.05	\$720.07
		Associate	73	\$349.75	\$445.57	\$525.00	\$446.48	\$450.56	\$463.34
	Non-Litigation	Partner	71	\$501.11	\$666.00	\$775.63	\$660.97	\$668.57	\$668.11
		Associate	132	\$332.70	\$400.14	\$476.93	\$416.96	\$445.92	\$427.72
Industrials	Litigation	Partner	27	\$448.48	\$713.16	\$921.11	\$682.92	\$631.14	\$707.63
		Associate	47	\$310.15	\$395.87	\$550.00	\$429.41	\$418.55	\$418.50
	Non-Litigation	Partner	127	\$465.63	\$674.93	\$849.92	\$668.23	\$723.52	\$674.26
		Associate	220	\$370.00	\$512.17	\$638.32	\$513.48	\$514.66	\$475.80
Technology and Telecom	Litigation	Partner	14	\$661.50	\$778.87	\$851.94	\$796.91	\$733.53	\$757.43
		Associate	30	\$377.50	\$480.62	\$608.53	\$493.28	\$437.28	\$469.33
	Non-Litigation	Partner	106	\$535.40	\$656.43	\$749.70	\$641.42	\$638.47	\$657.54
		Associate	190	\$310.00	\$380.26	\$459.91	\$401.08	\$418.24	\$415.03

United Kingdom

By Firm Size

2016—Real Rates for Partners and Associates

Firm Size	Role	n	First Quartile	Median	Third Quartile	Trend Analysis (Mean)		
						2016	2015	2014
50 Lawyers or Fewer	Partner	117	\$464.23	\$555.25	\$666.00	\$563.14	\$559.40	\$588.17
	Associate	192	\$313.30	\$376.02	\$443.35	\$382.18	\$380.28	\$375.64
51-200 Lawyers	Partner	36	\$286.00	\$509.99	\$735.76	\$555.17	\$618.99	\$552.91
	Associate	59	\$253.94	\$259.44	\$393.59	\$315.72	\$384.12	\$407.47
201-500 Lawyers	Partner	101	\$610.05	\$684.15	\$744.23	\$672.29	\$738.37	\$761.02
	Associate	180	\$348.74	\$408.00	\$508.48	\$434.58	\$467.88	\$471.81
501-1,000 Lawyers	Partner	20	\$442.69	\$751.93	\$859.15	\$675.72	\$743.79	\$772.06
	Associate	52	\$274.00	\$363.00	\$524.56	\$411.32	\$516.18	\$487.13
More Than 1,000 Lawyers	Partner	520	\$641.40	\$764.82	\$894.57	\$767.51	\$806.85	\$777.60
	Associate	1,152	\$371.74	\$485.61	\$613.13	\$498.93	\$515.33	\$500.41

Section VI

Matter Staffing

Analysis

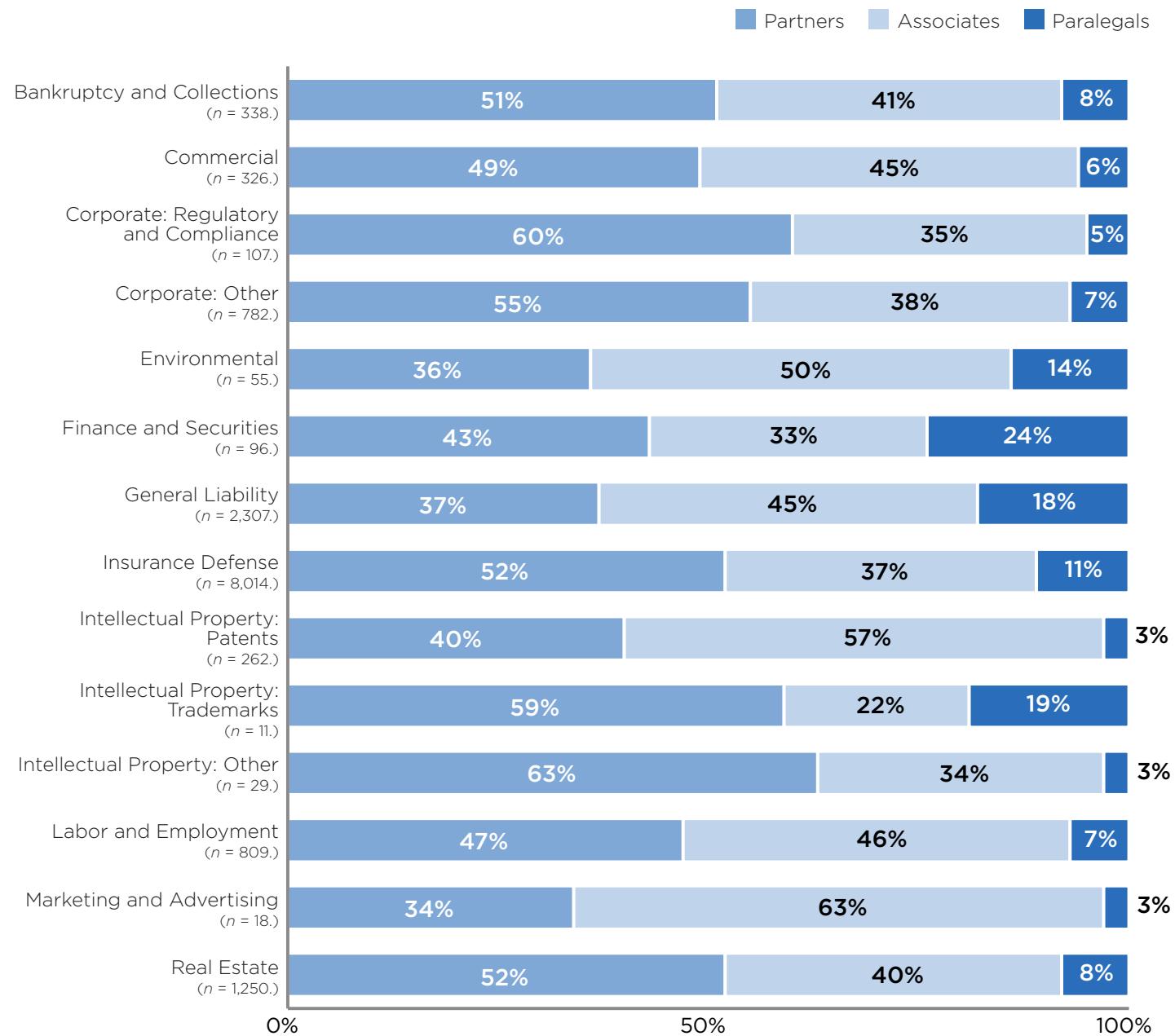


2017 Real Rate Report Snapshot

Section VI: Matter Staffing Analysis

Short Litigation Matters, 40 to 100 Total Hours Billed

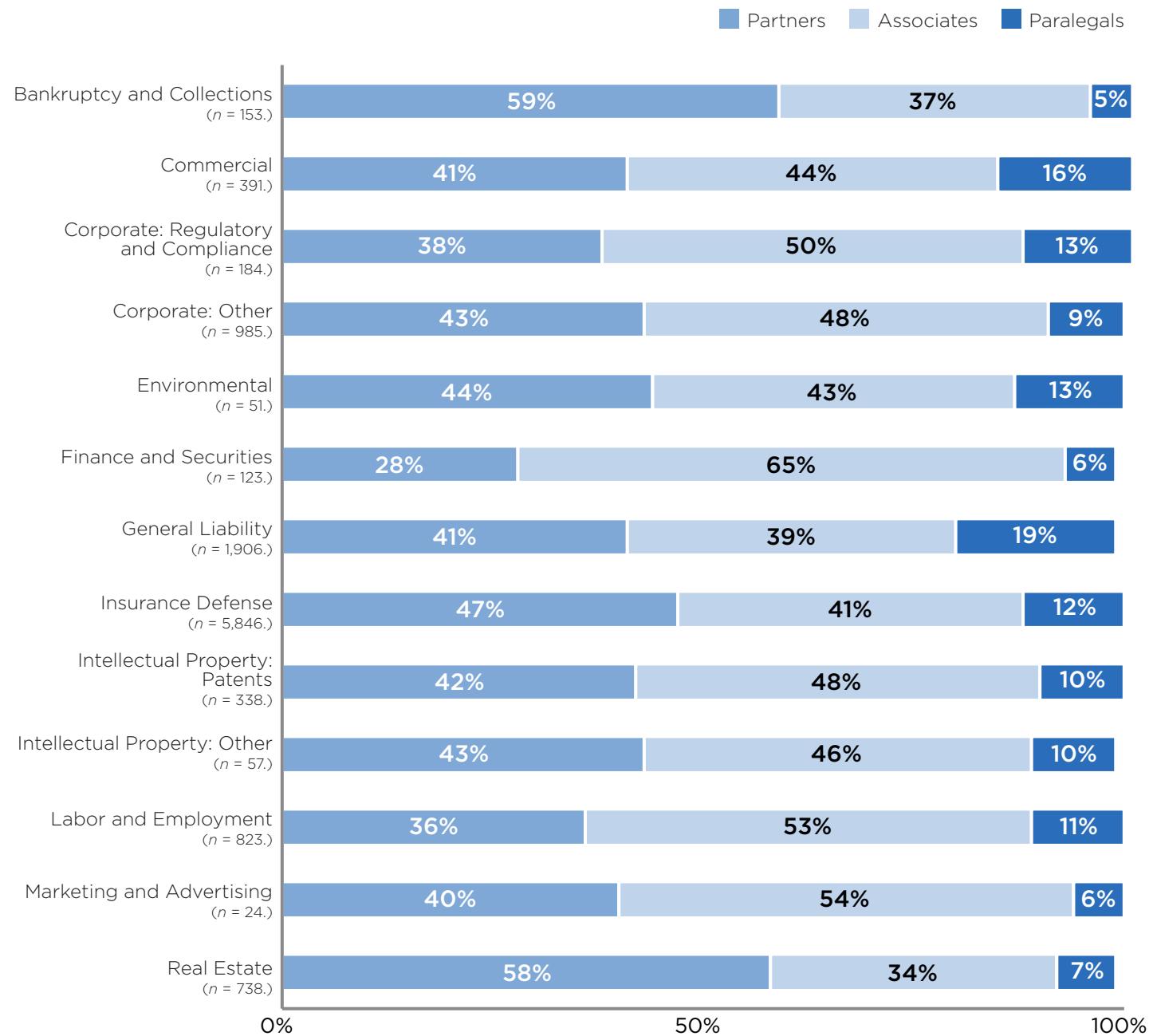
2014 to 2016—Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Litigation Matters, More Than 100 Total Hours Billed

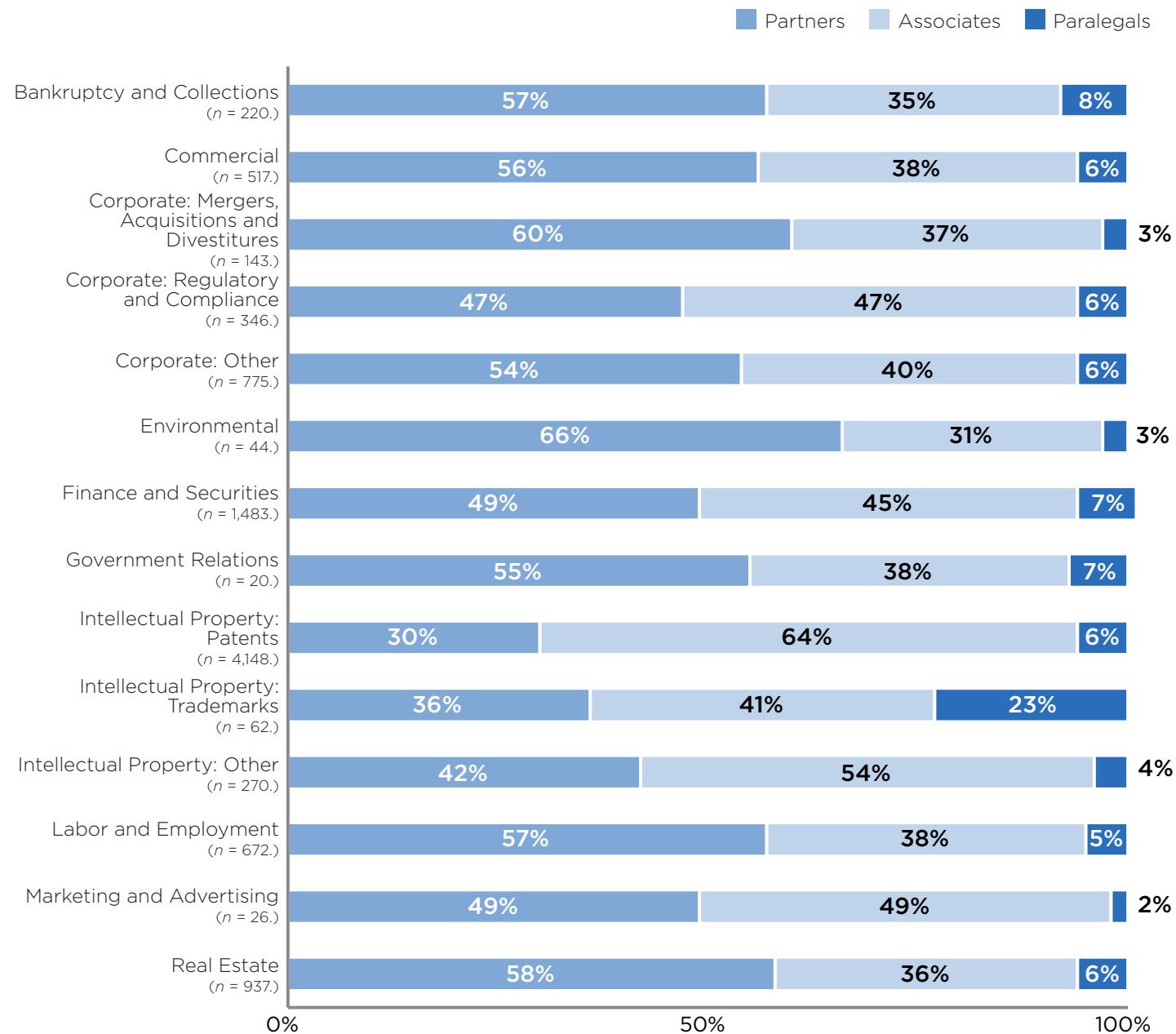
2014 to 2016—Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Short Non-Litigation Matters, 40 to 100 Total Hours Billed

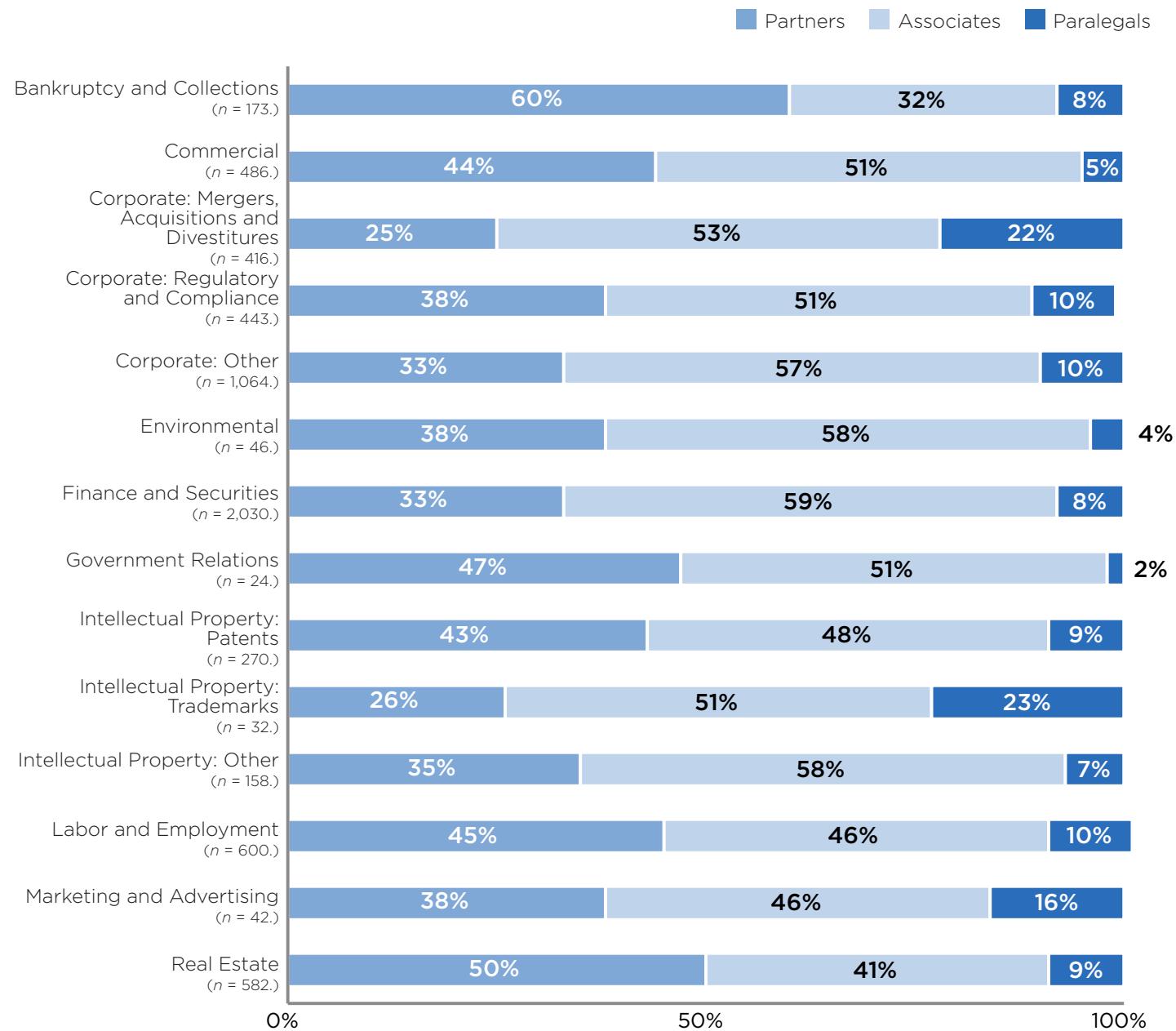
2014 to 2016—Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Non-Litigation Matters, More Than 100 Total Hours Billed

2014 to 2016—Percentage of Hours Billed per Matter



Appendix

Data

Methodology



2017 Real Rate Report Snapshot

Appendix: Data Methodology

Invoice Information

Most of the data in Wolters Kluwer's ELM Solutions reference database and in the *2017 Real Rate Report Snapshot* were taken from invoice line item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper's position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention. The majority of analyses included in this report have been mapped to one of 12 practice areas, further divided into sub-areas and litigation/non-litigation (for more information on practice areas and sub-areas, please refer to page 179-181).

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city's defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Appendix: Data Methodology

A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Anchorage, AK	Anchorage, AK
Ann Arbor, MI	Ann Arbor, MI
Atlanta, GA	Atlanta-Sandy Springs-Marietta, GA
Austin, TX	Austin-Round Rock-San Marcos, TX
Baltimore, MD	Baltimore-Towson, MD
Baton Rouge, LA	Baton Rouge, LA
Birmingham, AL	Birmingham-Hoover, AL
Boise, ID	Boise City-Nampa, ID
Boston, MA	Boston-Cambridge-Quincy, MA-NH
Boulder, CO	Boulder, CO
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Niagara Falls, NY
Burlington, VT	Burlington-South Burlington, VT
Cedar Rapids, IA	Cedar Rapids, IA
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Gastonia-Rock Hill, NC-SC
Chicago, IL	Chicago-Naperville-Joliet, IL-IN-WI
Cincinnati, OH	Cincinnati-Middletown, OH-KY-IN
Cleveland, OH	Cleveland-Elyria-Mentor, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Denver, CO	Denver-Aurora, CO
Des Moines, IA	Des Moines-West Des Moines, IA
Detroit, MI	Detroit-Warren-Livonia, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Wyoming, MI
Greensboro, NC	Greensboro-High Point, NC
Greenville, SC	Greenville-Mauldin-Easley, SC

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Harrisburg, PA	Harrisburg-Carlisle, PA
Hartford, CT	Hartford-West Hartford-East Hartford, CT
Honolulu, HI	Honolulu, HI
Houston, TX	Houston-Sugar Land-Baytown, TX
Indianapolis, IN	Indianapolis-Carmel, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Knoxville, TN	Knoxville, TN
Lansing, MI	Lansing-East Lansing, MI
Las Vegas, NV	Las Vegas-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Santa Ana, CA
Louisville, KY	Louisville-Jefferson County, KY-IN
Madison, WI	Madison, WI
Memphis, TN	Memphis, TN-MS-AR
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha-West Allis, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Montgomery, AL	Montgomery, AL
Nashville, TN	Nashville-Davidson-Murfreesboro-Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie-Kenner, LA
New York, NY	New York-Northern New Jersey-Long Island, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Glendale, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland-Biddeford, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Raleigh, NC	Raleigh-Cary, NC
Reno, NV	Reno-Sparks, NV
Richmond, VA	Richmond, VA

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Arden-Arcade-Roseville, CA
Salt Lake City, UT	Salt Lake City, UT
San Antonio, TX	San Antonio-New Braunfels, TX
San Diego, CA	San Diego-Carlsbad-San Marcos, CA
San Francisco, CA	San Francisco-Oakland-Fremont, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Caguas-Guaynabo, PR
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Trenton, NJ	Trenton-Ewing, NJ
Tucson, AZ	Tucson, AZ
Tulsa, OK	Tulsa, OK
Virginia Beach, VA	Virginia Beach-Norfolk-Newport News, VA-NC
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH
Winston-Salem, NC	Winston-Salem, NC

Appendix: Data Methodology

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as “senior partner” or “junior associate.” In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter;
- The *2017 Real Rate Report Snapshot* will not reveal which ELM Solutions client or clients are included or excluded in its analyses;
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis; and
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

A Note on Insurance Litigation

Our aim is to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

“Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 2014 through 2016. All invoices were submitted through the ELM Solutions e-billing systems and approved prior to 2017.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as

line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item’s hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line Item Total/Line Item Hours (Units)

Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line item amounts subsequent to submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

In short, the real rate is the rate appearing on an approved invoice at the invoice line item level.

Aggregations of data taken from millions of these line item-level invoice entries are the core of the information analyzed.

A Note on Negotiated Rates and Billing Practices

Law firms can generally follow varying practices for submitting their “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, for the purposes of determining the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely

Appendix: Data Methodology

impact the analysis contained within the 2017 *Real Rate Report Snapshot*, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Labor and Employment
- Marketing and Advertising
- Real Estate

Within each client's areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area "General/Other" when listed under "Commercial and Contracts" refers to general work provided regarding Commercial and Contracts matters. When listed under the "Labor and Employment" practice area, the same sub-area refers to work provided on Labor and Employment. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non-litigation work for the purposes of granular analysis.

Bankruptcy and Collections

- Chapter 7
- Chapter 9
- Chapter 11
- Chapter 15
- Collections
- General/Other
- Preference Claims
- Receivership
- Workouts and Restructuring

Commercial (Commercial Transactions and Agreements)

- Contract Breach or Dispute
- General, Drafting, and Review
- General/Other

Corporate²

- Antitrust and Competition
- Corporate Development
- General/Other
- Governance
- Information and Technology
- International
- Mergers, Acquisitions, and Divestitures
- Partnerships and Joint Ventures
- Regulatory and Compliance
- Safety and Security
- Strategic Asset Management
- Tax
- Treasury
- White Collar/Fraud/Abuse

Environmental

- Air
- General/Other
- Hazardous Materials
- Health and Safety
- Mining
- Noise
- Permits
- Superfund
- Waste/Remediation
- Water

² All references to "Corporate: General/Other" in the 2016 *Real Rate Report* are the aggregation of all Corporate sub-areas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

Appendix: Data Methodology

Finance and Securities

Commercial Loans and Financing
 Debt/Equity Offerings
 Fiduciary Services
 General/Other
 Initial Public Offerings
 Investments and Other Financial Instruments
 Leveraged Finance
 Loans and Financing
 Non-Commercial Loans and Financing
 Routine Financial Transactions
 Sarbanes-Oxley
 SEC Filings and Financial Reporting
 Securities and Banking Regulations
 Mass Tort
 Medical Malpractice
 Personal Injury/Wrongful Death
 Policy Coverage Dispute
 Pollution
 Premises
 Product and Product Liability
 Professional Liability
 Property Damage
 Sexual Abuse
 Subrogation
 Toxic Tort
 Workers Compensation Coverage
 Workplace Safety

Fire
 General/Other
 Hospital
 Mass Tort
 Medical Malpractice
 Personal Injury/Wrongful Death
 Policy Coverage Dispute
 Pollution
 Premises
 Product and Product Liability
 Professional Liability
 Property Damage
 Sexual Abuse
 Subrogation
 Toxic Tort
 Workers Compensation Coverage
 Workplace Safety

Government Relations

Agency and Policy Hearings
 General/Other
 Legislative Drafting/Review
 Lobbying and Relations

Insurance Defense

Advertising Injury
 Asbestos/Mesothelioma
 Auto and Transportation
 Auto PD
 Bond
 Completed Operations
 Construction Defect
 Consumer Related Claims
 Crime, Dishonesty and Fraud
 Directors and Officers
 Employment
 Errors and Omissions
 Fire
 Garage
 General/Other
 Insurer Benefit Plans
 Insurer ERISA

General Liability

Advertising Injury
 Asbestos/Mesothelioma
 Auto and Transportation
 Completed Operations
 Construction Defect
 Consumer Related Claims
 Crime, Dishonesty, and Fraud
 Directors and Officers
 Discrimination
 Employment
 Errors and Omissions

Appendix: Data Methodology

Insurer Work Comp
Lawyer Liability
Marine
Medical Malpractice
Personal Injury/Wrongful Death
Policy Coverage Dispute
Pollution
Premises
Product and Product Liability
Professional Liability
Property Damage
Sexual Abuse
Subrogation
Toxic Tort
Workers Compensation Coverage
Workplace Safety

Wages, Tips, and Overtime
Whistleblower
Workers Compensation
Wrongful Termination

Marketing and Advertising

Communication
Defamation, Libel, and Slander
General/Other
Media
Promotions and Sweepstakes

Real Estate

Commercial
Condemnation
Construction/Development
Easement and Right of Way
Eminent Domain
Fair Housing
General/Other
Land Use/Zoning/Restrictive Covenants
Landlord/Tenant Issues
Leasing
Liens
Property/Land Acquisition or Disposition
Titles

Intellectual Property³

Copyrights
General/Other
Licensing
Maintenance and Administration
Opinions
Patents
Trade Secrets
Trademarks

Labor and Employment

ADA
Agreements
Compensation and Benefits
Discrimination, Retaliation, and Harassment/EEO
Employee Dishonesty/Misconduct
ERISA
FMLA
General/Other
Immigration
OFCCP
OSHA
Union Relations and Negotiations/NLRB

³ All references to "Intellectual Property: General/Other" in the *2016 Real Rate Report* are the aggregation of all Intellectual Property sub-area excluding the Patents and Trademarks sub-areas.



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